

DOCUMENT RESUME

ED 155 990

HE 010 068

TITLE A Rank-Order Distribution of Administrative Salaries Paid 1977-1978.

INSTITUTION Arkansas Univ., Fayetteville. Office of Institutional Research.

PUB DATE Dec 77

NOTE 125p.; Not available in hard copy due to marginal legibility of original document; for related document see HE 010 067 and 069

AVAILABLE FROM Office of Institutional Research, University of Arkansas, Fayetteville, Arkansas 72701

EDRS PRICE MF-\$0.83 Plus Postage. HC Not Available from EDRS.

DESCRIPTORS \*Administrative Personnel; Employment Practices; Geographic Regions; Higher Education; \*Multicampus Colleges; National Surveys; \*Salaries; \*Salary Differentials; \*State Universities; Tables (Data)

ABSTRACT

The results are reported of the eleventh annual survey of twelve-month administrative salaries paid a representative group of 124 major state-supported universities in the United States. The universities are not identified with their salaries, but they are rank-ordered for comparison. The first part of the report presents the salaries paid at the participating universities. Part two displays the salaries according to geographic region. Part three shows salaries paid to university system officers. (MSE)

\*\*\*\*\*  
 \* Reproductions supplied by EDRS are the best that can be made \*  
 \* from the original document. \*  
 \*\*\*\*\*

ED155990

# A RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES PAID 1977-1978

BEST COPY AVAILABLE

THIS REPORT SUMMARIZES THE RESULTS  
OF A QUESTIONNAIRE STUDY  
OF ADMINISTRATIVE SALARIES  
IN ONE HUNDRED TWENTY-FOUR STATE-SUPPORTED  
UNIVERSITIES REPRESENTING FIFTY STATES  
AND TWENTY-SIX UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

"PERMISSION TO REPRODUCE THIS  
MATERIAL HAS BEEN GRANTED BY

*Blair L.*  
*ARC.*

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC) AND  
USERS OF THE ERIC SYSTEM "

U.S. DEPARTMENT OF HEALTH,  
EDUCATION & WELFARE  
NATIONAL INSTITUTE OF  
EDUCATION

THIS DOCUMENT HAS BEEN REPRO-  
DUCED EXACTLY AS RECEIVED FROM  
THE PERSON OR ORGANIZATION ORIGIN-  
ATING IT. POINTS OF VIEW OR OPINIONS  
STATED DO NOT NECESSARILY REPRESENT  
OFFICIAL NATIONAL INSTITUTE OF  
EDUCATION POSITION OR POLICY

OFFICE OF INSTITUTIONAL RESEARCH  
UNIVERSITY OF ARKANSAS

DECEMBER 31, 1977

010068

## INTRODUCTION

This study is the eleventh annual survey conducted by the University of Arkansas of twelve-month administrative salaries paid at major state-supported universities in the United States. The universities invited to participate comprise a representative group of public institutions at the doctorate-granting level. To provide anonymity, the universities are not identified with their salaries; but to facilitate comparison of a participant's relative standing with other universities, the data are distributed by rank-order. When the number of responding institutions in a particular group was less than three, the data were omitted.

There are three parts to this study. The first part is presented in a table providing the salaries paid among all participating universities. Questionnaires were sent to one hundred forty-one universities in fifty states, and replies were received from one hundred twenty-four in fifty states.

The second part is displayed in a series of tables showing the salaries paid among the one hundred twenty-four participants arranged into the ten regions as defined by the Equal Employment Opportunity Commission. The responding universities comprising each of the ten regions are enumerated at the beginning of the respective section for each region.

The third part of the study is contained in a table showing the salaries paid university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-two university systems in twenty-seven states, and replies were received from twenty-six systems in twenty-three states.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

CONTENTS

TABLE I A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Twenty-Four Universities in Fifty States . . . . . 1

TABLE II A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among One Hundred Twenty-Four Universities in Fifty States by Equal Employment Opportunity Regions:

Atlanta Region . . . . . 46

Boston Region . . . . . 58

Chicago Region . . . . . 63

Dallas Region . . . . . 75

Denver Region . . . . . 84

Kansas City Region . . . . . 91

New York Region . . . . . 96

Philadelphia Region . . . . . 100

San Francisco Region . . . . . 105

Seattle Region . . . . . 110

TABLE III A Rank-Order Distribution of Twelve-Month Administrative Salaries Paid Among Twenty-Six University Systems in Twenty-Three States . . . . . 116

TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

This table summarizes the data for one hundred twenty-four universities in fifty states. For making these data available, the University of Arkansas is grateful to the following universities:

Arizona State University	North Carolina State University
Auburn University	North Dakota State University
Ball State University	North Texas State University
Bowling Green State University	Northern Illinois University
Clemson University	Ohio University
Cleveland State University	Oklahoma State University
East Tennessee State University	Old Dominion University
East Texas State University	Oregon State University
Florida Atlantic University	Portland State University
Florida State University	Purdue University
Georgia Institute of Technology	Rutgers, The State University
Georgia State University	Sam Houston State University
Idaho State University	San Diego State University
Illinois State University	South Dakota State University
Indiana State University	Southern Illinois University at Carbondale
Indiana University	Southern Illinois University at Edwardsville
Indiana University of Pennsylvania	State University of New York at Albany
Iowa State University of Science and Technology	State University of New York at Buffalo
Kansas State University	State University of New York at Stony Brooke
Louisiana State University	Stephen F. Austin State University
Louisiana Tech University	Texas A & I University
Memphis State University	Texas Woman's University
Miami University	University of Akron
Michigan State University	University of Alabama at Birgmingham
Middle Tennessee State University	University of Alabama at Huntsville
Mississippi State University	University of Alabama at University
Montana State University	University of Alaska
New Mexico State University	University of Arizona
	University of Arkansas

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

University of California at Davis	University of New Mexico
University of California at Riverside	University of New Orleans
University of California at San Diego	University of North Carolina at Chapel Hill
University of California at Santa Barbara	University of North Carolina at Greensboro
University of California at Santa Cruz	University of North Dakota
University of Cincinnati	University of Northern Colorado
University of Colorado	University of Oklahoma
University of Connecticut	University of Oregon
University of Delaware	University of Rhode Island
University of Florida	University of South Carolina
University of Georgia	University of South Dakota
University of Hawaii	University of South Florida
University of Houston	University of Southern Mississippi
University of Idaho	University of Tennessee
University of Illinois at Chicago Circle	University of Texas at Arlington
University of Iowa	University of Texas at Austin
University of Kansas	University of Texas at Dallas
University of Kentucky	University of Texas at El Paso
University of Louisville	University of Toledo
University of Lowell	University of Utah
University of Maine	University of Vermont
University of Maryland	University of Washington
University of Massachusetts	University of Wisconsin at Madison
University of Michigan	University of Wisconsin at Milwaukee
University of Minnesota	University of Wyoming
University of Mississippi	Utah State University
University of Missouri at Columbia	Virginia Commonwealth University
University of Missouri at Kansas City	Virginia Polytechnic Institute and State University
University of Missouri at St. Louis	Washington State University
University of Montana	Wayne State University
University of Nebraska	West Virginia University
University of Nevada at Las Vegas	Western Michigan University
University of Nevada at Reno	Wichita State University
University of New Hampshire	

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	73,640
2	69,000
3	68,900
4	67,776
5	66,000
6	66,000
7	64,000
8	60,000
9	60,000
10	59,900
11	59,000
12	57,876
13	56,000
14	54,100
15	52,500
16	52,000
17	51,156
18	49,500
19	48,760
20	48,744
21	48,000
22	47,360
23	47,100
24	46,724
25	45,000
26	45,000
27	44,500
28	38,250
AVERAGE	55,296

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

		PRESIDENT (CHANCELLOR) OF A SINGLE UNIT INSTITUTION			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	71,800	42	50,800	83	42,000
2	65,000	43	50,750	84	42,000
3	65,000	44	50,750	85	41,270
4	63,000	45	50,750	86	41,208
5	60,000	46	50,614	87	41,000
6	58,000	47	50,500	88	40,000
7	57,500	48	50,400	89	39,858
8	57,316	49	50,300	90	39,250
9	57,315	50	50,000	91	39,000
10	57,000	51	50,000	92	38,600
11	56,500	52	49,850	93	38,500
12	56,300	53	49,572	94	38,500
13	56,300	54	49,500	95	38,500
14	56,297	55	49,500	96	38,500
15	56,000	56	48,800	97	38,500
16	55,650	57	48,500	98	38,000
17	55,650	58	48,500	99	38,000
18	55,600	59	48,200		
19	55,600	60	48,168	AVERAGE	40,791
20	55,600	61	48,168		
21	55,000	62	48,165		
22	55,000	63	48,000		
23	55,000	64	47,800		
24	54,873	65	47,800		
25	54,850	66	47,800		
26	54,728	67	47,500		
27	54,700	68	47,500		
28	54,700	69	46,724		
29	54,700	70	46,650		
30	54,276	71	46,000		
31	54,000	72	45,500		
32	54,000	73	45,900		
33	54,000	74	45,400		
34	54,000	75	45,000		
35	53,948	76	44,500		
36	53,500	77	44,443		
37	52,500	78	44,025		
38	52,000	79	44,000		
39	51,500	80	44,000		
40	51,000	81	43,500		
41	50,908	82	42,750		



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	60,000	36	45,806	71	40,500
2	53,000	37	45,500	72	40,409
3	52,800	38	45,500	73	40,258
4	52,800	39	45,000	74	40,000
5	52,000	40	45,000	75	39,873
6	52,000	41	45,000	76	39,500
7	51,500	42	45,000	77	39,490
8	51,000	43	44,900	78	39,000
9	50,200	44	44,875	79	39,000
10	50,000	45	44,500	80	38,850
11	50,000	46	44,200	81	38,750
12	49,800	47	44,100	82	38,600
13	49,800	48	44,000	83	38,340
14	49,500	49	44,000	84	38,000
15	49,000	50	44,000	85	38,000
16	48,092	51	43,980	86	38,000
17	48,000	52	43,700	87	38,000
18	48,000	53	43,600	88	37,850
19	47,904	54	43,500	89	37,800
20	47,500	55	43,172	90	37,382
21	47,460	56	43,000	91	37,300
22	47,332	57	43,000	92	37,200
23	47,322	58	42,925	93	36,728
24	47,280	59	42,500	94	36,000
25	47,000	60	42,200	95	36,000
26	46,900	61	42,000	96	35,360
27	46,656	62	42,000	97	35,100
28	46,572	63	41,800	98	35,000
29	46,350	64	41,650	99	34,400
30	46,020	65	41,500	100	34,335
31	46,000	66	41,500	101	33,492
32	46,000	67	41,500	102	32,750
33	46,000	68	41,400		
34	46,000	69	41,000		
35	45,990	70	41,000		
				AVERAGE	43,438

TABLE I (Continued)

RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	55,308
2	53,000
3	49,900
4	49,000
5	48,000
6	48,000
7	46,000
8	45,000
9	44,500
10	43,500
11	43,500
12	43,500
13	43,476
14	42,850
15	42,823
16	42,800
17	42,360
18	42,334
19	41,940
20	41,614
21	41,600
22	41,333
23	41,300
24	39,408
25	38,258
26	37,382
27	35,100
28	33,497
29	32,250
AVERAGE	43,191

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

ACADEMIC OFFICERS:  
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	45,000
2	39,274
3	37,250
4	37,000
5	35,400
6	33,000
7	31,200
AVERAGE	36,875

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

BUSINESS OR FINANCIAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	63,600	34	42,500	67	37,800
2	52,260	35	42,500	68	37,650
3	51,500	36	42,300	69	37,500
4	49,500	37	42,000	70	37,500
5	49,200	38	41,748	71	37,500
6	49,000	39	41,400	72	37,400
7	49,000	40	41,000	73	37,383
8	49,000	41	40,835	74	37,300
9	49,000	42	40,800	75	37,000
10	48,000	43	40,603	76	37,000
11	47,800	44	40,560	77	36,900
12	47,500	45	40,524	78	36,727
13	47,200	46	40,500	79	36,379
14	46,400	47	40,250	80	36,000
15	46,200	48	40,000	81	35,900
16	46,000	49	40,000	82	35,700
17	45,600	50	40,000	83	35,700
18	45,600	51	39,504	84	35,504
19	45,500	52	39,500	85	35,500
20	45,500	53	39,500	86	35,496
21	45,765	54	39,408	87	35,000
22	45,000	55	39,250	88	35,000
23	44,842	56	39,008	89	35,000
24	44,737	57	38,750	90	35,000
25	44,468	58	38,700	91	34,986
26	44,019	59	38,560	92	34,390
27	44,000	60	38,320	93	33,864
28	44,000	61	38,100	94	33,492
29	44,000	62	38,040	95	33,000
30	43,500	63	38,000	96	32,500
31	43,172	64	38,000	97	32,500
32	43,140	65	38,000	98	32,000
33	42,850	66	38,000	99	31,800
				AVERAGE	40,755

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER			
RANK	SALARY	RANK	SALARY
1	41,000	27	27,324
2	39,250	28	27,196
3	38,040	29	26,508
4	38,000	30	26,480
5	36,750	31	26,250
6	35,400	32	26,171
7	35,000	33	25,500
8	34,707	34	25,107
9	33,550	35	24,776
10	33,300	36	24,500
11	33,065	37	24,099
12	33,000	38	23,766
13	33,000	39	23,750
14	32,707	40	23,940
15	32,248	41	23,162
16	32,000	42	23,000
17	30,600	43	22,650
18	30,000	44	19,877
19	29,760	45	19,200
20	29,750		
21	29,500	AVERAGE	29,230
22	29,100		
23	29,000		
24	28,320		
25	28,000		
26	27,600		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,500	31	31,400	61	26,400
2	41,500	32	31,000	62	26,368
3	40,000	33	31,000	63	26,250
4	40,000	34	30,800	64	25,918
5	40,000	35	30,600	65	25,860
6	39,000	36	30,432	66	25,600
7	37,250	37	30,204	67	25,500
8	37,100	38	30,200	68	25,350
9	36,000	39	30,000	69	25,342
10	35,910	40	30,000	70	25,253
11	35,700	41	29,805	71	25,200
12	35,055	42	29,650	72	25,150
13	34,980	43	29,650	73	25,000
14	34,836	44	29,368	74	25,000
15	34,595	45	29,000	75	24,876
16	34,260	46	29,000	76	24,408
17	34,200	47	29,000	77	24,255
18	33,800	48	28,900	78	23,804
19	33,625	49	28,805	79	23,200
20	33,422	50	28,300	80	23,004
21	33,400	51	28,100	81	23,000
22	33,050	52	27,763	82	22,840
23	32,900	53	27,500	83	22,600
24	32,712	54	27,336	84	21,960
25	32,400	55	27,300	85	21,950
26	31,800	56	27,158	86	20,975
27	31,500	57	26,900	87	20,886
28	31,470	58	26,800	88	20,870
29	31,426	59	26,750	89	17,150
30	31,400	60	26,459		
				AVERAGE	29,415

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	47,000
2	43,500
3	43,500
4	39,250
5	38,040
6	37,500
7	34,800
8	32,970
9	32,250
10	31,000
11	28,510
12	26,450
13	25,590
14	24,000
15	23,210
16	22,400
17	17,900
AVERAGE	32,223

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

BUSINESS OR FISCAL OFFICERS;  
BUDGET OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	41,000	29	30,000	57	25,000
2	40,500	30	30,000	58	25,000
3	40,500	31	29,700	59	24,960
4	35,532	32	29,850	60	24,800
5	35,196	33	28,500	61	24,708
6	35,113	34	28,340	62	24,693
7	34,251	35	28,250	63	24,200
8	34,200	36	28,200	64	24,000
9	34,128	37	28,100	65	24,000
10	34,125	38	28,000	66	23,900
11	33,792	39	28,000	67	23,292
12	33,000	40	27,300	68	23,000
13	32,900	41	27,000	69	23,000
14	32,630	42	26,960	70	23,000
15	32,509	43	26,952	71	21,866
16	32,436	44	26,850	72	21,500
17	32,136	45	26,600	73	21,252
18	32,000	46	26,160	74	20,834
19	31,300	47	26,000	75	19,500
20	31,140	48	25,950	76	19,278
21	31,000	49	25,946	77	16,700
22	31,000	50	25,752	78	16,000
23	30,756	51	25,655	79	15,684
24	30,630	52	25,600	80	15,500
25	30,500	53	25,500	81	14,328
26	30,444	54	25,100	82	14,000
27	30,000	55	25,100		
28	30,000	56	25,008		
				AVERAGE	27,391



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	47,420	31	39,500	61	36,000
2	47,520	32	39,500	62	35,935
3	46,600	33	39,500	63	35,900
4	46,000	34	39,410	64	35,820
5	45,100	35	39,300	65	35,800
6	44,796	36	39,240	66	35,693
7	44,100	37	39,000	67	35,500
8	43,700	38	39,000	68	35,200
9	43,440	39	38,850	69	35,179
10	42,934	40	38,500	70	35,000
11	42,500	41	38,500	71	35,000
12	41,654	42	38,060	72	34,500
13	41,600	43	38,000	73	34,500
14	41,500	44	38,000	74	34,500
15	41,200	45	38,000	75	34,297
16	41,000	46	37,945	76	34,000
17	40,932	47	37,800	77	33,915
18	40,800	48	37,752	78	33,650
19	40,700	49	37,704	79	33,204
20	40,600	50	37,700	80	33,200
21	40,520	51	37,535	81	33,150
22	40,500	52	37,500	82	33,033
23	40,500	53	37,462	83	33,000
24	40,500	54	37,392	84	33,000
25	40,476	55	37,000	85	31,124
26	40,260	56	36,750	86	30,885
27	40,020	57	36,728	87	30,250
28	40,000	58	36,500	88	30,100
29	39,800	59	36,400	89	29,100
30	39,500	60	36,180		
				AVERAGE	38,054



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	44,756	29	30,500	57	26,000
2	36,000	30	30,360	58	26,000
3	35,875	31	30,220	59	25,900
4	34,980	32	30,100	60	25,800
5	34,410	33	29,952	61	25,600
6	34,280	34	29,486	62	25,442
7	34,150	35	29,475	63	25,250
8	33,600	36	29,296	64	25,228
9	33,501	37	29,100	65	25,200
10	33,343	38	29,000	66	25,100
11	33,300	39	28,760	67	25,000
12	33,200	40	28,476	68	25,000
13	33,130	41	28,250	69	24,867
14	33,000	42	28,244	70	24,550
15	32,600	43	28,150	71	24,541
16	32,547	44	27,636	72	24,500
17	32,200	45	27,550	73	24,400
18	32,100	46	27,500	74	24,384
19	32,040	47	27,400	75	24,000
20	32,000	48	27,312	76	24,000
21	31,900	49	27,300	77	24,000
22	31,600	50	27,138	78	23,870
23	31,418	51	26,750	79	23,800
24	31,380	52	26,500	80	22,486
25	31,250	53	26,400	81	21,714
26	31,000	54	26,300	82	19,872
27	30,900	55	26,214		
28	30,822	56	26,000	AVERAGE	26,746

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

STUDENT AFFAIRS OFFICERS:  
DEAN OF MEN

RANK	SALARY
1	32,790
2	30,800
3	30,000
4	25,750
5	24,420
6	24,255
7	24,240
8	24,210
9	23,100
10	22,441
11	22,000
12	19,752
13	15,000
AVERAGE	24,465

STUDENT AFFAIRS OFFICERS:  
DEAN OF WOMEN

RANK	SALARY
1	31,690
2	26,600
3	25,781
4	25,350
5	24,960
6	24,255
7	24,000
8	24,441
9	18,540
10	18,070
11	17,816
12	17,285
AVERAGE	23,066

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	54,750
2	53,000
3	53,000
4	51,000
5	50,000
6	49,710
7	49,580
8	48,000
9	47,800
10	47,332
11	47,322
12	46,800
13	46,000
14	46,000
15	42,995
16	42,000
17	42,000
18	41,000
19	38,000
20	38,000
21	38,000
22	36,874
AVERAGE	45,903

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF ADMINISTRATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	52,800	1	46,000	1	52,014
2	50,200	2	42,500	2	50,200
3	48,500	3	42,250	3	43,200
4	48,500	4	40,893	4	40,559
5	46,500	5	40,500	5	36,162
6	46,000	6	39,600	6	34,850
7	46,000	7	38,750	7	25,100
8	45,504	8	37,500	8	25,000
9	45,500	9	37,280	9	21,395
10	44,170	10	37,050	AVERAGE	36,498
11	42,200	11	37,000		
12	42,000	12	36,000		
13	41,872	13	35,800		
14	41,500	14	34,920		
15	41,000	15	34,000		
16	40,800	16	33,000		
17	40,800	17	32,000		
18	40,150	18	25,418		
19	40,000	AVERAGE	37,203		
20	39,336				
21	39,333				
22	39,000				
23	38,326				
24	38,000				
25	37,562				
26	37,500				
27	37,497				
28	37,400				
29	37,300				
30	37,289				
31	37,000				
32	37,000				
33	37,000				
34	36,000				
35	35,740				
36	35,000				
37	34,886				
38	32,000				
39	31,350				
40	31,124				
AVERAGE	40,241				



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES.  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND INFORMATION

RANK*	SALARY	RANK	SALARY	RANK	SALARY
1	46,700	39	27,020	1	51,800
2	45,000	40	26,800	2	51,800
3	43,000	41	26,727	3	45,600
4	39,130	42	26,664	4	43,000
5	38,500	43	26,300	5	43,000
6	38,480	44	26,200	6	42,800
7	37,575	45	26,098	7	40,000
8	37,100	46	25,800	8	39,000
9	36,000	47	25,500	9	38,000
10	35,500	48	25,446	10	32,440
11	35,400	49	25,300	11	37,250
12	35,024	50	25,000	12	36,728
13	34,654	51	24,610	13	35,750
14	34,650	52	24,602	14	35,040
15	34,500	53	24,600	15	31,000
16	34,500	54	24,500	16	21,075
17	33,760	55	24,500		
18	33,600	56	23,920	AVERAGE	39,330
19	32,400	57	23,800		
20	32,166	58	23,540		
21	31,700	59	23,175		
22	31,680	60	23,147		
23	31,500	61	23,000		
24	31,500	62	22,800		
25	31,000	63	22,790		
26	30,936	64	22,450		
27	30,450	65	21,760		
28	30,000	66	21,000		
29	29,500	67	20,604		
30	29,328	68	20,300		
31	29,000	69	20,000		
32	28,500	70	19,800		
33	28,500	71	19,200		
34	28,300	72	18,250		
35	28,050	73	16,500		
36	28,000	74	12,000		
37	28,000				
38	27,840	AVERAGE	28,448		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AMONG INFORMATION

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	36,580	29	26,580	57	22,551
2	36,475	30	26,458	58	22,346
3	33,866	31	26,423	59	22,133
4	33,000	32	26,300	60	22,018
5	32,600	33	26,250	61	22,000
6	32,220	34	26,244	62	21,600
7	31,500	35	26,000	63	21,509
8	30,768	36	25,400	64	21,100
9	30,624	37	25,000	65	21,000
10	30,600	38	24,922	66	20,930
11	30,374	39	24,800	67	20,850
12	30,500	40	24,504	68	20,588
13	30,184	41	24,500	69	20,500
14	29,900	42	24,500	70	20,350
15	29,700	43	24,482	71	19,425
16	29,450	44	24,200	72	19,250
17	29,300	45	24,120	73	18,813
18	29,200	46	24,050	74	18,590
19	29,000	47	24,000	75	18,020
20	28,578	48	24,000	76	18,000
21	28,524	49	24,000	77	17,323
22	28,020	50	24,000	78	16,130
23	28,008	51	23,500	79	15,340
24	27,601	52	23,412	80	15,226
25	27,600	53	23,400	81	14,545
26	26,900	54	23,178		
27	26,616	55	22,912		
28	26,590	56	22,761		
				AVERAGE	24,994

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR UNIVERSITY  
RELATIONS

RANK	SALARY
1	53,140
2	46,212
3	45,660
4	45,600
5	44,750
6	41,400
7	40,950
8	40,590
9	40,500
10	39,500
11	39,200
12	37,500
13	37,431
14	36,400
15	35,300
16	35,000
17	33,000
18	31,815
19	29,700
20	29,004
21	27,550
22	27,136
AVERAGE	39,061

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	39,000
2	34,500
3	34,500
4	34,500
5	32,584
6	32,300
7	31,300
8	31,000
9	30,300
10	30,520
11	30,378
12	30,000
13	29,730
14	29,400
15	28,662
16	27,956
17	27,750
18	27,532
19	27,500
20	26,569
21	26,000
22	25,865
23	25,700
24	24,120
25	23,500
26	22,931
27	22,400
28	21,800
29	20,681
30	19,834
31	18,610
32	12,958
AVERAGE	27,400

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE-PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	46,000
2	46,000
3	45,600
4	43,000
5	42,800
6	41,800
7	41,000
8	40,700
9	40,500
10	40,000
11	37,980
12	37,800
13	37,700
14	37,500
15	37,500
16	36,400
17	36,200
18	35,533
19	34,584
20	34,000
21	33,027
22	32,000
23	31,815
24	30,300
25	30,000
26	28,754
AVERAGE	37,637

TABLE I (Continued)

 A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
 PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
 IN FIFTY STATES

PUBLIC RELATIONS AND DEVELOPMENT: DIRECTOR OF DEVELOPMENT		RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)			
RANK	SALARY	RANK	SALARY		
1	45,396	36	28,400	1	63,314
2	41,700	37	28,192	2	56,710
3	41,600	38	27,750	3	51,000
4	41,600	39	27,000	4	51,000
5	41,000	40	27,000	5	50,500
6	39,300	41	27,000	6	50,400
7	38,000	42	27,000	7	49,500
8	38,000	43	27,000	8	48,250
9	38,000	44	26,700	9	47,000
10	38,000	45	26,667	10	47,000
11	35,277	46	26,645	11	46,886
12	35,000	47	26,520	12	46,200
13	34,000	48	26,300	13	45,500
14	33,960	49	26,300	14	45,000
15	33,900	50	26,000	15	44,472
16	33,780	51	26,000	16	44,390
17	33,683	52	25,750	17	44,000
18	32,100	53	25,500	18	43,800
19	32,000	54	25,000	19	42,900
20	31,500	55	25,000	20	42,500
21	31,000	56	25,000	21	42,500
22	30,800	57	25,000	22	41,710
23	30,400	58	25,000	23	41,610
24	30,240	59	24,201	24	40,500
25	30,000	60	24,150	25	40,000
26	30,000	61	24,000	26	39,408
27	30,000	62	23,949	27	39,000
28	29,712	63	23,256	28	38,000
29	29,400	64	22,500	29	35,000
30	29,000	65	22,360	30	34,185
31	28,884	66	21,507	31	33,119
32	28,613	67	20,614	32	32,655
33	28,500	68	20,342	33	32,100
34	28,500	69	19,044	34	32,000
35	28,460			35	30,300
		AVERAGE	29,478	36	28,363
				AVERAGE	42,802



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

RESEARCH OFFICERS: DIRECTOR OF RESEARCH SERVICES (CONTRACTS AND GRANTS)		RESEARCH OFFICERS: VICE PRESIDENT FOR INSTITUTIONAL ANALYSES	
RANK	SALARY	RANK	SALARY
1	42,000	36	31,500
2	41,000	37	31,020
3	39,700	38	30,261
4	38,667	39	30,000
5	38,500	40	29,350
6	38,000	41	29,129
7	36,000	42	29,000
8	37,399	43	28,976
9	37,200	44	28,129
10	37,000	45	27,732
11	37,000	46	27,500
12	36,900	47	27,000
13	36,300	48	26,328
14	35,700	49	25,897
15	35,490	50	25,560
16	35,490	51	25,500
17	35,380	52	25,000
18	34,600	53	24,839
19	34,600	54	24,789
20	34,502	55	24,540
21	34,500	56	23,840
22	34,325	57	23,118
23	34,044	58	23,026
24	34,000	59	23,000
25	33,960	60	22,804
26	33,907	61	22,293
27	33,660	62	21,612
28	33,566	63	21,120
29	33,450	64	20,124
30	33,100	65	20,099
31	33,000	66	20,000
32	32,900	67	19,800
33	32,865	68	17,230
34	32,544		
35	32,000	AVERAGE	30,520
		AVERAGE	36,614

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

		RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH*			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	39,500	29	30,000	57	24,816
2	37,900	30	30,000	58	24,600
3	37,000	31	29,860	59	24,600
4	36,900	32	29,600	60	24,552
5	36,025	33	29,600	61	24,240
6	36,000	34	29,511	62	24,064
7	35,664	35	29,500	63	24,000
8	35,270	36	29,470	64	23,773
9	35,250	37	29,403	65	23,750
10	35,000	38	29,400	66	23,320
11	34,250	39	29,200	67	23,100
12	34,000	40	28,986	68	23,026
13	34,000	41	28,900	69	22,800
14	33,900	42	28,000	70	22,500
15	33,180	43	28,000	71	22,000
16	33,000	44	27,789	72	21,480
17	32,802	45	27,708	73	21,252
18	32,750	46	27,264	74	20,400
19	32,428	47	26,904	75	19,900
20	32,136	48	26,772	76	19,360
21	32,000	49	26,500	77	19,200
22	31,956	50	26,200	78	18,044
23	31,900	51	25,987	79	18,050
24	31,717	52	25,728	80	18,400
25	31,100	53	25,722	81	18,150
26	30,800	54	25,349	82	16,900
27	30,000	55	25,064	83	15,000
28	30,000	56	24,915		
				AVERAGE	27,908

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

		DIRECTORS OF ARTS AND SCIENCES			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	53,300	31	41,700	61	37,600
2	52,558	32	41,700	62	36,576
3	51,736	33	41,700	63	36,516
4	49,100	34	41,500	64	36,000
5	48,500	35	41,500	65	36,000
6	48,100	36	41,500	66	35,700
7	47,500	37	41,350	67	35,535
8	47,000	38	41,170	68	35,500
9	46,300	39	41,000	69	35,000
10	45,500	40	41,000	70	34,886
11	45,300	41	40,968	71	34,500
12	45,000	42	40,500	72	34,300
13	44,730	43	40,500	73	34,140
14	44,200	44	40,360	74	34,000
15	43,700	45	40,320	75	33,280
16	43,100	46	40,100	76	33,201
17	43,005	47	40,100	77	33,180
18	43,000	48	40,045	78	33,161
19	43,000	49	40,000	79	33,000
20	43,000	50	39,500	80	32,565
21	43,000	51	39,000	81	32,500
22	42,800	52	39,000	82	32,367
23	42,792	53	38,900	83	31,000
24	42,520	54	38,700	84	30,750
25	42,500	55	38,500	85	30,685
26	42,500	56	38,213	86	29,313
27	42,300	57	38,202	87	29,004
28	42,300	58	37,962		
29	42,200	59	37,958	AVERAGE	39,917
30	42,200	60	37,650		

27<sup>23</sup>

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY	RANK	SALARY
1	52,826	27	34,700
2	48,500	28	34,200
3	45,406	29	34,000
4	45,240	30	33,860
5	43,200	31	33,750
6	43,000	32	33,500
7	42,500	33	33,200
8	42,493	34	32,500
9	41,220	35	32,000
10	39,600	36	31,800
11	39,500	37	30,961
12	39,000	38	29,100
13	38,760	39	21,400
14	38,524		
15	38,500	AVERAGE	37,591
16	38,500		
17	38,280		
18	37,958		
19	37,720		
20	37,500		
21	37,300		
22	36,600		
23	36,356		
24	35,800		
25	35,800		
26	35,000		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY	RANK	SALARY
1	49,100	27	38,471
2	49,000	28	38,000
3	48,300	29	37,740
4	48,000	30	37,730
5	47,900	31	37,500
6	47,600	32	37,464
7	47,200	33	37,000
8	45,700	34	36,738
9	45,300	35	36,576
10	44,604	36	36,311
11	44,593	37	36,136
12	44,000	38	35,500
13	43,212	39	35,000
14	42,400	40	34,650
15	42,400	41	34,411
16	42,300	42	34,400
17	42,000	43	33,660
18	41,000	44	33,240
19	40,998	45	30,800
20	40,700	46	30,500
21	40,560	47	29,250
22	40,300		
23	40,000		
24	39,530		
25	39,000		
26	38,500		
		AVERAGE	39,900

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

		DEANS - DIRECTORS: BUSINESS/INDUSTRIAL MANAGEMENT			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,389	39	40,839	77	36,515
2	52,675	40	40,820	78	36,500
3	52,449	41	40,649	79	36,500
4	50,700	42	40,635	80	36,230
5	48,700	43	40,360	81	36,100
6	48,000	44	40,200	82	36,063
7	48,000	45	40,020	83	36,000
8	48,000	46	39,912	84	36,000
9	47,000	47	39,718	85	35,839
10	47,000	48	39,679	86	35,805
11	46,700	49	39,550	87	35,767
12	46,100	50	39,400	88	35,700
13	46,000	51	39,313	89	35,000
14	46,000	52	39,060	90	35,000
15	45,750	53	39,000	91	34,886
16	45,700	54	39,000	92	34,662
17	45,400	55	39,000	93	34,500
18	45,400	56	38,800	94	34,411
19	45,200	57	38,500	95	34,308
20	44,851	58	38,500	96	34,100
21	44,600	59	38,500	97	34,000
22	44,600	60	38,500	98	33,750
23	44,500	61	38,250	99	33,300
24	44,000	62	38,200	100	33,048
25	43,400	63	38,040	101	32,640
26	43,400	64	38,004	102	32,397
27	43,200	65	38,004	103	32,100
28	43,200	66	38,000	104	31,800
29	43,000	67	37,958	105	31,750
30	43,000	68	37,800	106	31,600
31	42,700	69	37,500	107	31,500
32	42,500	70	37,500	108	31,300
33	42,375	71	37,116	109	31,000
34	42,375	72	37,063	110	31,000
35	41,985	73	37,000	111	29,499
36	41,760	74	36,925		
37	41,500	75	36,850		
38	41,000	76	36,576		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	55,210	34	35,500	67	28,200
2	47,184	35	35,500	68	28,000
3	42,900	36	35,450	69	27,540
4	41,562	37	35,163	70	27,500
5	41,000	38	34,880	71	27,250
6	41,000	39	34,503	72	27,250
7	40,660	40	34,200	73	27,000
8	40,000	41	34,000	74	26,664
9	40,000	42	33,876	75	26,775
10	39,700	43	33,556	76	26,200
11	39,600	44	33,248	77	26,000
12	39,588	45	33,100	78	26,000
13	39,500	46	33,000	79	26,000
14	39,500	47	32,600	80	25,515
15	39,200	48	32,400	81	25,179
16	39,000	49	32,300	82	25,000
17	38,529	50	32,200	83	24,900
18	38,450	51	31,500	84	24,600
19	37,620	52	31,090	85	24,500
20	37,500	53	31,000	86	23,800
21	37,367	54	31,000	87	23,500
22	37,250	55	30,940	88	23,500
23	37,160	56	30,660	89	23,250
24	37,000	57	30,600	90	22,500
25	37,000	58	30,500	91	22,411
26	36,403	59	30,240	92	22,000
27	36,600	60	30,000	93	21,000
28	36,500	61	30,000	94	21,000
29	36,500	62	29,981	95	19,080
30	36,000	63	29,800	96	18,144
31	36,000	64	29,500	97	17,535
32	36,000	65	28,753		
33	35,600	66	28,654	AVERAGE	32,068

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	62,845
2	51,039
3	47,200
4	46,970
5	44,100
6	43,500
7	42,000
8	41,725
9	41,564
10	40,839
11	40,420
12	38,960
13	36,500
14	34,691
15	34,411
16	34,000
17	33,500
AVERAGE	41,898



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

		DEANS (DIRECTORS): EDUCATION			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,675	38	40,000	75	36,172
2	54,088	39	39,960	76	36,000
3	48,300	40	39,912	77	36,000
4	48,000	41	39,800	78	36,000
5	48,000	42	39,500	79	35,860
6	47,400	43	39,500	80	35,805
7	46,200	44	39,300	81	35,700
8	46,164	45	39,000	82	35,400
9	46,000	46	38,900	83	35,330
10	45,500	47	38,800	84	35,310
11	45,042	48	38,737	85	35,000
12	45,000	49	38,628	86	35,000
13	45,000	50	38,500	87	34,960
14	44,350	51	38,418	88	34,540
15	44,200	52	38,200	89	34,500
16	44,000	53	38,200	90	34,411
17	43,265	54	38,000	91	34,308
18	43,200	55	38,000	92	34,000
19	43,092	56	38,000	93	34,000
20	43,000	57	38,000	94	34,000
21	42,900	58	37,958	95	33,886
22	42,800	59	37,895	96	33,630
23	42,300	60	37,605	97	33,132
24	42,220	61	37,600	98	33,113
25	41,722	62	37,500	99	32,800
26	41,700	63	37,104	100	32,800
27	41,500	64	37,000	101	32,640
28	41,500	65	36,780	102	32,582
29	41,495	66	36,584	103	32,000
30	41,400	67	36,576	104	30,910
31	41,180	68	36,546	105	30,660
32	40,500	69	36,400	106	30,303
33	40,300	70	36,500	107	30,000
34	40,150	71	36,500	108	26,000
35	40,008	72	36,480	109	24,920
36	40,000	73	36,348	110	23,716
37	40,000	74	36,237		
				AVERAGE	36,457

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,960	31	42,500	61	37,883
2	50,823	32	42,400	62	37,800
3	50,000	33	42,400	63	37,500
4	50,752	34	42,100	64	37,227
5	50,200	35	42,000	65	37,146
6	49,300	36	42,000	66	37,000
7	48,000	37	41,900	67	36,751
8	47,850	38	41,700	68	36,576
9	47,500	39	41,300	69	36,500
10	47,300	40	41,200	70	36,500
11	47,000	41	41,040	71	36,225
12	46,700	42	41,000	72	35,730
13	46,200	43	41,000	73	35,700
14	46,100	44	40,800	74	35,500
15	45,000	45	40,700	75	35,400
16	45,000	46	40,534	76	35,213
17	44,650	47	40,500	77	34,865
18	44,600	48	40,360	78	34,800
19	44,000	49	40,020	79	34,650
20	43,880	50	40,000	80	33,500
21	43,875	51	39,672	81	33,451
22	43,750	52	39,530	82	33,200
23	43,700	53	39,400	83	32,768
24	43,500	54	39,384	84	31,494
25	43,500	55	39,058	85	30,000
26	43,350	56	38,900	86	30,000
27	43,200	57	38,790	87	28,250
28	43,100	58	38,500		
29	43,000	59	38,000		
30	42,850	60	38,000		
				AVERAGE	40,863

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS): FINE ARTS		DEANS (DIRECTORS): FORESTRY			
RANK	SALARY	RANK	SALARY		
1	45,500	27	34,391	1	45,564
2	45,000	28	34,308	2	43,300
3	43,500	29	34,275	3	42,204
4	41,565	30	34,000	4	42,000
5	41,220	31	33,860	5	39,500
6	40,000	32	33,700	6	39,500
7	39,960	33	32,600	7	38,000
8	39,600	34	32,100	8	37,500
9	39,000	35	31,500	9	37,464
10	38,850	36	31,050	10	37,000
11	38,640	37	30,900	11	35,496
12	38,600	38	30,804	12	34,500
13	38,400	39	30,360	13	34,400
14	38,373	40	30,000	14	34,000
15	38,250	41	29,940	15	33,600
16	37,959	42	28,000	16	30,509
17	37,500	43	21,800	17	29,275
18	37,200			18	28,944
19	36,780	AVERAGE	35,767	AVERAGE	36,420
20	36,350				
21	36,264				
22	36,000				
23	35,700				
24	35,000				
25	34,788				
26	34,400				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	52,667	37	40,020	73	35,700
2	52,263	38	40,020	74	35,277
3	51,240	39	39,954	75	35,271
4	49,600	40	39,838	76	35,000
5	49,596	41	39,760	77	35,000
6	49,500	42	39,540	78	35,000
7	48,300	43	39,387	79	35,000
8	47,200	44	39,274	80	35,000
9	46,200	45	38,962	81	34,886
10	45,900	46	38,950	82	34,600
11	45,824	47	38,800	83	34,411
12	45,500	48	38,600	84	34,100
13	45,200	49	38,500	85	34,000
14	45,200	50	38,400	86	33,400
15	44,821	51	38,000	87	33,250
16	44,800	52	38,000	88	33,000
17	44,356	53	37,963	89	33,000
18	43,000	54	37,915	90	33,000
19	43,000	55	37,600	91	33,000
20	43,000	56	37,399	92	32,928
21	43,000	57	37,300	93	32,823
22	42,900	58	37,250	94	32,640
23	42,800	59	37,225	95	32,300
24	42,720	60	37,140	96	32,000
25	42,500	61	37,000	97	31,890
26	42,500	62	36,850	98	31,850
27	42,400	63	36,780	99	31,836
28	42,135	64	36,756	100	31,697
29	42,000	65	36,590	101	30,850
30	41,500	66	36,376	102	30,450
31	41,256	67	36,300	103	30,350
32	41,000	68	36,300	104	30,000
33	40,700	69	36,150	105	28,800
34	40,660	70	36,000		
35	40,300	71	36,000	AVERAGE	36,680
36	40,200	72	36,000		

TABLE 4 (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES,

DEANS (DIRECTORS): HOME ECONOMICS		DEANS (DIRECTORS): HUMANITIES			
RANK	SALARY	RANK	SALARY		
1	47,580	27	34,986	1	47,500
2	44,000	28	34,200	2	46,700
3	43,600	29	34,000	3	45,500
4	42,800	30	32,000	4	45,000
5	42,400	31	32,000	5	44,300
6	42,400	32	31,200	6	42,400
7	42,400	33	30,144	7	42,300
8	41,900	34	30,000	8	41,500
9	41,004	35	28,600	9	39,391
10	40,667	36	28,000	10	39,135
11	40,650	37	27,750	11	37,450
12	39,960	38	27,250	12	37,200
13	39,078	39	25,386	13	37,000
14	38,800	40	25,000	14	35,508
15	38,710	41	24,760	15	34,886
16	38,200	42	24,532	16	34,308
17	38,040	43	24,099	17	34,275
18	37,997			18	33,500
19	37,500	AVERAGE	35,445	19	33,280
20	37,400			20	33,007
21	37,140			21	29,940
22	36,515			22	28,500
23	36,000			23	19,713
24	35,580			AVERAGE	37,491
25	35,000				
26	35,000				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

DEANS (DIRECTORS):  
LAW

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	42,000	1	56,500	27	44,000
2	42,000	2	56,242	28	44,000
3	39,600	3	54,600	29	44,000
4	39,400	4	52,720	30	43,778
5	39,300	5	51,000	31	43,741
6	39,040	6	51,000	32	43,300
7	39,000	7	50,000	33	43,197
8	38,725	8	49,500	34	43,000
9	38,725	9	49,500	35	42,500
10	38,500	10	49,300	36	42,000
11	38,000	11	49,176	37	42,000
12	37,800	12	48,600	38	41,640
13	37,530	13	48,500	39	41,498
14	37,500	14	48,500	40	41,400
15	37,000	15	48,000	41	41,040
16	36,346	16	48,000	42	40,360
17	36,264	17	46,500	43	39,384
18	35,700	18	46,000	44	39,200
19	35,623	19	46,000	45	38,770
20	35,600	20	46,000	46	37,500
21	35,500	21	45,675	47	37,250
22	35,280	22	45,150	48	36,934
23	33,612	23	45,000	49	36,012
24	31,100	24	45,000	50	34,420
25	30,540	25	44,700		
26	30,006	26	44,150		
27	29,500				
28	28,952				
29	28,320				
30	25,628				
31	23,557				
32	23,284				
AVERAGE	34,973			AVERAGE	44,925

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	49,500
2	49,500
3	46,625
4	46,500
5	45,750
6	45,520
7	45,500
8	41,500
9	41,400
10	40,900
11	40,776
12	39,432
13	39,300
14	37,200
15	36,900
16	36,174
17	36,100
18	35,805
19	35,760
20	35,000
21	35,000
22	34,500
23	33,804
24	33,113
AVERAGE	40,048

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY	RANK	SALARY
1	42,500	27	29,120
2	41,995	28	29,100
3	41,000	29	28,000
4	39,000	30	28,000
5	38,363	31	28,000
6	38,292	32	25,960
7	37,750	AVERAGE	33,673
8	37,071		
9	35,250		
10	35,250		
11	35,200		
12	34,500		
13	34,300		
14	33,978		
15	33,600		
16	33,516		
17	33,360		
18	33,333		
19	33,027		
20	32,634		
21	31,800		
22	31,500		
23	31,000		
24	30,500		
25	30,000		
26	29,523		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS): NURSING		DEANS (DIRECTORS): SCIENCE/TECHNOLOGY			
RANK	SALARY	RANK	SALARY		
1	59,705	32	35,496	1	44,000
2	52,524	33	35,350	2	46,000
3	49,300	34	35,000	3	47,824
4	45,418	35	35,000	4	47,500
5	45,000	36	35,000	5	45,500
6	42,700	37	35,000	6	45,474
7	42,500	38	34,726	7	45,408
8	42,329	39	34,600	8	44,000
9	42,250	40	34,500	9	43,500
10	42,250	41	34,300	10	41,500
11	42,000	42	34,000	11	41,443
12	41,005	43	33,900	12	41,294
13	41,000	44	33,880	13	40,200
14	40,657	45	33,800	14	38,250
15	40,200	46	33,612	15	38,214
16	40,000	47	33,000	16	37,500
17	39,902	48	32,700	17	37,000
18	39,250	49	32,000	18	37,000
19	38,500	50	31,774	19	36,960
20	38,490	51	31,500	20	36,500
21	38,400	52	31,291	21	36,025
22	38,249	53	29,600	22	34,916
23	38,200	54	29,000	23	35,671
24	38,200	55	26,500	24	35,600
25	38,113	56	24,958	25	34,886
26	37,900	57	24,450	26	34,900
27	37,624	58	24,442	27	34,406
28	37,500	59	22,983	28	34,200
29	37,182	60	18,720	29	33,884
30	37,000	AVERAGE	36,485	30	33,447
31	36,041			31	32,500
				32	32,300
				AVERAGE	39,213



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES

RANK	SALARY
1	50,500
2	50,020
3	47,500
4	46,700
5	46,100
6	44,300
7	43,400
8	42,500
9	42,500
10	42,300
11	42,255
12	41,000
13	39,447
14	39,135
15	38,825
16	38,825
17	37,740
18	37,500
19	37,000
20	35,800
21	34,886
22	34,406
23	34,335
24	33,600
25	29,340
26	26,400
27	23,448
AVERAGE	39,250

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY	RANK	SALARY
1	45,262	29	32,550
2	42,900	30	31,200
3	42,800	31	31,160
4	42,500	32	31,100
5	42,500	33	27,125
6	42,000	34	27,125
7	40,000	35	27,000
8	40,000	36	26,838
9	39,841	37	25,333
10	39,500	38	24,708
11	39,392	39	24,500
12	39,000	AVERAGE	35,675
13	38,500		
14	38,400		
15	38,000		
16	38,000		
17	38,000		
18	37,883		
19	37,400		
20	37,312		
21	37,164		
22	36,819		
23	36,780		
24	36,000		
25	36,000		
26	35,000		
27	33,490		
28	33,240		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS): PHARMACY		DEANS (DIRECTORS): UNIVERSITY COLLEGE/ GENERAL COLLEGE		DEANS (DIRECTORS): VETERINARY MEDICINE	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	53,000	1	43,550	1	53,600
2	48,925	2	43,000	2	50,546
3	48,500	3	42,500	3	48,200
4	48,500	4	39,500	4	48,000
5	47,700	5	39,500	5	47,700
6	46,400	6	38,250	6	46,600
7	45,870	7	37,250	7	45,000
8	44,800	8	36,979	8	45,000
9	44,700	9	36,500	9	45,000
10	44,350	10	35,500	10	45,000
11	44,350	11	35,100	11	45,000
12	44,000	12	34,650	12	44,604
13	43,600	13	34,500	13	42,520
14	42,500	14	34,450	14	42,000
15	42,120	15	33,600	15	41,900
16	42,000	16	33,092	16	41,040
17	41,900	17	33,000	17	40,200
18	41,390	18	31,800	18	35,982
19	41,215	19	31,513		
20	41,200	20	31,380	AVERAGE	44,863
21	40,992	21	31,300		
22	39,976	22	30,650		
23	38,800	23	30,360		
24	38,400	24	29,254		
25	38,000	25	29,000		
26	38,000	26	26,284		
27	38,000	27	25,287		
28	37,600	28	22,000		
29	35,000				
30	33,400	AVERAGE	33,920		
31	33,000				
32	32,995				
33	32,700				
34	32,004				
35	31,548				
36	27,950				
AVERAGE	40,698				

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	41,259
2	39,900
3	39,500
4	39,150
5	39,000
6	39,000
7	38,800
8	37,500
9	36,212
10	35,500
AVERAGE	38,582

LEGAL COUNSEL

RANK	SALARY	RANK	SALARY
1	59,000	27	24,960
2	50,600	28	28,275
3	49,000	29	28,000
4	44,000	30	27,300
5	43,704	31	27,200
6	40,932	32	25,988
7	39,636	33	25,300
8	37,000	34	24,000
9	36,675	35	24,763
10	36,000	36	24,300
11	36,000	37	23,900
12	35,813	38	23,500
13	35,000	39	23,152
14	34,500	40	23,000
15	34,140	41	22,500
16	33,716	42	22,300
17	32,160	43	21,500
18	32,157	44	21,424
19	31,124	45	21,318
20	30,500	46	19,956
21	30,200	47	19,200
22	30,000	48	19,000
23	30,000	AVERAGE	30,596
24	30,000		
25	29,700		
26	29,300		

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

## REGISTRAR

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	40,543	40	28,350	79	23,981
2	38,500	41	28,332	80	23,844
3	36,380	42	28,275	81	23,804
4	36,000	43	28,000	82	23,568
5	35,500	44	27,840	83	23,220
6	34,308	45	27,800	84	23,180
7	34,260	46	27,750	85	22,937
8	33,911	47	27,507	86	22,932
9	33,780	48	27,500	87	22,900
10	33,750	49	27,000	88	22,860
11	33,168	50	26,772	89	22,300
12	33,130	51	26,645	90	22,000
13	33,100	52	26,600	91	22,000
14	32,508	53	26,578	92	22,000
15	32,300	54	26,500	93	22,000
16	32,000	55	26,393	94	21,954
17	31,902	56	26,355	95	21,878
18	31,900	57	26,250	96	21,833
19	31,800	58	26,200	97	21,800
20	31,500	59	26,100	98	21,768
21	31,500	60	26,000	99	21,500
22	31,400	61	26,000	100	21,200
23	31,395	62	25,912	101	21,200
24	31,050	63	25,825	102	21,017
25	30,480	64	25,780	103	20,807
26	30,132	65	25,600	104	20,800
27	30,000	66	25,600	105	20,200
28	30,000	67	25,576	106	20,200
29	29,777	68	25,406	107	19,868
30	29,604	69	25,406	108	19,821
31	29,600	70	25,360	109	19,800
32	29,400	71	25,210	110	19,512
33	29,300	72	25,145	111	19,500
34	29,200	73	25,000	112	19,348
35	29,017	74	24,850	113	18,000
36	29,000	75	24,700	114	18,000
37	28,600	76	24,500	115	16,650
38	28,500	77	24,300	116	15,800
39	28,500	78	24,240		
				AVERAGE	26,316

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,248	42	35,712	83	31,651
2	50,641	43	35,515	84	31,500
3	45,324	44	35,268	85	31,376
4	44,400	45	35,200	86	31,272
5	44,400	46	35,168	87	31,307
6	43,600	47	35,050	88	31,300
7	42,000	48	35,000	89	31,028
8	41,500	49	35,000	90	31,000
9	41,000	50	34,800	91	31,000
10	41,180	51	34,800	92	31,000
11	41,100	52	34,800	93	30,800
12	41,000	53	34,600	94	30,750
13	40,600	54	34,560	95	30,740
14	40,500	55	34,534	96	30,600
15	40,100	56	34,500	97	30,600
16	39,991	57	34,125	98	30,500
17	39,800	58	34,000	99	30,429
18	39,600	59	33,697	100	30,400
19	39,426	60	33,300	101	30,360
20	39,300	61	33,200	102	30,000
21	39,300	62	33,072	103	29,830
22	38,700	63	33,007	104	29,828
23	38,600	64	33,000	105	29,748
24	38,500	65	33,000	106	29,692
25	38,325	66	32,972	107	29,650
26	38,000	67	32,802	108	29,500
27	38,000	68	32,800	109	29,875
28	37,932	69	32,700	110	29,867
29	37,400	70	32,600	111	29,500
30	37,300	71	32,500	112	28,476
31	37,000	72	32,500	113	28,000
32	37,000	73	32,491	114	27,000
33	36,902	74	32,400	115	27,000
34	36,900	75	32,328	116	26,986
35	36,780	76	32,300	117	26,775
36	36,500	77	32,049	118	25,950
37	36,500	78	32,000	119	25,750
38	36,354	79	32,000	120	24,300
39	36,228	80	31,800	121	22,958
40	36,180	81	31,781	122	21,737
41	36,000	82	31,700	123	18,000
				AVERAGE	34,132

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	48,000	40	33,180	79	28,500
2	45,500	41	33,000	80	28,450
3	45,200	42	33,000	81	28,080
4	44,000	43	32,652	82	29,000
5	44,000	44	32,480	83	27,700
6	42,000	45	32,300	84	27,610
7	41,500	46	32,063	85	27,300
8	40,638	47	32,032	86	27,132
9	40,568	48	31,900	87	27,000
10	40,000	49	31,500	88	27,000
11	40,000	50	31,400	89	27,000
12	39,660	51	31,185	90	26,781
13	39,408	52	31,000	91	26,500
14	39,254	53	30,804	92	26,448
15	38,750	54	30,700	93	25,880
16	38,695	55	30,303	94	25,500
17	38,340	56	30,300	95	25,500
18	38,078	57	30,085	96	25,000
19	38,004	58	30,000	97	24,750
20	37,800	59	30,000	98	24,750
21	37,785	60	30,000	99	24,500
22	37,600	61	30,000	100	24,250
23	37,550	62	30,000	101	24,042
24	37,500	63	30,000	102	24,000
25	37,500	64	30,000	103	23,940
26	36,744	65	29,900	104	23,800
27	36,467	66	29,797	105	23,426
28	36,455	67	29,700	106	23,391
29	36,000	68	29,680	107	23,127
30	36,000	69	29,650	108	23,050
31	36,000	70	29,382	109	22,796
32	35,500	71	29,360	110	22,450
33	35,000	72	29,300	111	22,320
34	35,000	73	29,200	112	22,025
35	34,392	74	29,130	113	21,276
36	34,300	75	29,000	114	21,000
37	34,140	76	29,000	115	20,004
38	33,924	77	28,728		
39	33,247	78	28,500	AVERAGE	31,435

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	37,900	38	27,267	75	23,910
2	37,500	39	27,000	76	23,218
3	37,500	40	26,800	77	23,100
4	37,304	41	26,304	78	23,000
5	36,800	42	26,280	79	22,800
6	34,020	43	26,025	80	22,000
7	33,098	44	25,850	81	21,850
8	33,000	45	25,750	82	21,462
9	32,900	46	25,720	83	21,300
10	32,800	47	25,692	84	21,200
11	32,715	48	25,692	85	21,200
12	32,164	49	25,692	86	21,150
13	31,896	50	25,680	87	21,000
14	31,716	51	25,600	88	21,000
15	31,150	52	25,590	89	21,000
16	31,000	53	25,440	90	20,970
17	31,000	54	25,404	91	20,820
18	31,000	55	25,200	92	20,724
19	30,800	56	25,150	93	20,500
20	30,500	57	25,110	94	20,417
21	30,313	58	25,036	95	20,410
22	30,061	59	25,000	96	20,000
23	29,971	60	25,000	97	19,890
24	29,755	61	24,913	98	19,822
25	29,460	62	24,900	99	19,800
26	29,244	63	24,735	100	19,712
27	29,200	64	24,500	101	19,500
28	29,100	65	24,255	102	19,400
29	28,800	66	24,175	103	18,957
30	28,500	67	24,120	104	18,450
31	28,400	68	24,000	105	18,000
32	28,400	69	24,000	106	17,600
33	28,200	70	23,500	107	16,360
34	28,060	71	23,500	108	16,000
35	27,800	72	23,400	109	15,000
36	27,600	73	23,400	110	14,892
37	27,380	74	23,400		
				AVERAGE	25,564

TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

## DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	49,100
2	45,475
3	44,593
4	44,198
5	43,700
6	43,500
7	42,565
8	42,060
9	42,000
10	41,604
11	41,565
12	41,500
13	41,000
14	40,700
15	40,560
16	40,500
17	40,100
18	40,020
19	39,000
20	38,000
21	37,750
22	37,480
23	35,800
24	34,950
25	34,900
26	34,500
27	34,400
28	33,700
29	33,700
30	33,600
31	33,516
32	32,850
33	30,777
34	27,750
AVERAGE	38,745



TABLE I (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES  
IN FIFTY STATES

AFFIRMATIVE ACTION OFFICER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	38,000	34	25,404	67	20,000
2	37,000	35	25,300	68	20,000
3	36,500	36	25,000	69	19,678
4	36,000	37	24,879	70	19,562
5	35,200	38	24,255	71	19,500
6	33,705	39	23,825	72	19,392
7	32,475	40	23,600	73	18,966
8	32,360	41	23,250	74	18,720
9	32,360	42	23,026	75	18,684
10	31,000	43	23,000	76	18,540
11	31,000	44	22,900	77	18,150
12	30,400	45	22,800	78	18,088
13	30,300	46	22,800	79	18,000
14	30,200	47	22,781	80	18,000
15	28,800	48	22,500	81	18,000
16	28,760	49	22,500	82	18,000
17	28,680	50	22,500	83	18,000
18	28,680	51	22,500	84	18,000
19	28,400	52	22,200	85	17,850
20	28,300	53	22,000	86	17,500
21	28,134	54	22,000	87	17,110
22	27,912	55	22,000	88	17,000
23	27,024	56	21,446	89	16,500
24	27,000	57	21,420	90	16,500
25	26,660	58	21,400	91	16,124
26	26,648	59	21,108	92	15,900
27	26,595	60	20,947	93	15,000
28	26,500	61	20,628	94	15,000
29	26,448	62	20,500	95	13,325
30	26,016	63	20,500	96	11,022
31	26,000	64	20,400		
32	25,836	65	20,130		
33	25,500	66	20,000		
				AVERAGE	21,436

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee. The twenty-five participating universities from this region are as follows:

Auburn University  
Clemson University  
East Tennessee State University  
Florida Atlantic University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Memphis State University  
Middle Tennessee State University  
Mississippi State University  
North Carolina State University  
University of Alabama at Birmingham  
University of Alabama at Huntsville  
University of Alabama at University  
University of Florida  
University of Georgia  
University of Kentucky  
University of Louisville  
University of Mississippi  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of South Carolina  
University of South Florida  
University of Southern Mississippi  
University of Tennessee

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	60,000
2	54,100
3	52,500
4	49,500
5	46,724
AVERAGE	52,565

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	71,000
2	58,000
3	57,000
4	54,728
5	54,700
6	53,048
7	52,500
8	50,000
9	49,500
10	48,000
11	48,168
12	48,168
13	48,165
14	46,724
15	45,400
16	45,000
17	41,000
18	38,600
19	38,500
AVERAGE	50,037

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	52,000
2	50,000
3	49,000
4	48,092
5	46,000
6	45,000
7	45,000
8	45,000
9	44,000
10	44,000
11	43,700
12	42,000
13	41,409
14	41,000
15	41,000
16	40,500
17	40,000
18	38,600
19	38,000
20	37,200
21	36,000
22	35,360
AVERAGE	42,857

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	48,000
2	45,000
3	42,334
4	37,497
AVERAGE	42,208

ACADEMIC OFFICERS:  
DEAN OF FACULTIES OR INSTRUCTION

RANK	SALARY
1	39,274
2	37,250
3	37,000
AVERAGE	37,841

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	46,200
2	46,000
3	45,600
4	44,000
5	44,000
6	41,400
7	41,000
8	40,000
9	40,000
10	38,500
11	38,040
12	38,000
13	38,000
14	37,500
15	37,000
16	36,379
17	35,900
18	35,496
AVERAGE	40,168

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	41,500
2	37,100
3	34,980
4	32,900
5	31,000
6	30,800
7	30,000
8	30,000
9	29,650
10	28,900
11	25,918
12	25,253
13	24,255
14	23,804
15	20,886
AVERAGE	29,796

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	38,040
2	30,000
3	29,799
4	26,480
5	23,340
AVERAGE	29,523

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	38,040
2	31,000
3	29,599
AVERAGE	31,546

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	33,000
2	32,436
3	32,000
4	31,000
5	30,639
6	30,000
7	30,000
8	29,700
9	26,960
10	26,052
11	26,850
12	25,846
13	25,100
14	24,000
15	19,278
16	14,000
AVERAGE	27,366

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	41,654
2	40,520
3	40,500
4	40,500
5	39,500
6	39,500
7	38,300
8	39,240
9	38,000
10	37,462
11	37,000
12	35,693
13	35,000
14	34,500
15	31,124
16	30,250
AVERAGE	37,484

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	34,150
2	33,343
3	33,300
4	32,547
5	32,040
6	30,500
7	29,486
8	29,000
9	28,760
10	26,750
11	26,400
12	26,000
13	25,000
14	25,000
15	24,867
16	24,541
17	24,000
AVERAGE	28,570

STUDENT AFFAIRS OFFICERS:  
DEAN OF WOMEN

RANK	SALARY
1	31,680
2	25,781
3	22,441
4	18,540
5	18,078
AVERAGE	23,304

STUDENT AFFAIRS OFFICERS:  
DEAN OF MEN

RANK	SALARY
1	24,210
2	22,441
3	15,000
AVERAGE	20,550

ADMINISTRATIVE  
OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	49,710
2	48,000
3	47,500
4	38,500
5	38,000
6	36,874
AVERAGE	43,097

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	52,800
2	46,000
3	40,800
4	40,150
5	39,333
6	39,000
7	38,000
8	37,000
9	37,000
10	31,124
AVERAGE	40,121

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	39,130
2	38,480
3	36,000
4	31,680
5	31,500
6	30,000
7	29,500
8	28,500
9	28,000
10	24,610
11	23,800
12	23,175
13	21,760
14	19,900
AVERAGE	28,995

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

RANK	SALARY
1	46,000
2	40,500
3	39,600
4	35,000
5	25,418
AVERAGE	37,304

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	33,000
2	32,600
3	31,500
4	29,450
5	29,000
6	26,458
7	26,423
8	26,300
9	24,922
10	22,551
11	22,000
12	21,600
13	20,850
14	20,350
15	19,425
16	19,250
17	15,226
18	14,545
AVERAGE	24,192

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	43,000
2	38,000
3	35,040
4	21,075
AVERAGE	34,279

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR UNIVERSITY  
RELATIONS

RANK	SALARY
1	39,500
2	37,431
3	35,000
AVERAGE	37,310

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	30,000
2	32,584
3	30,378
4	30,000
5	28,662
6	27,750
7	26,000
8	25,865
9	21,800
10	12,958
AVERAGE	27,900

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	35,277
2	34,000
3	33,960
4	33,683
5	31,500
6	30,000
7	28,613
8	28,500
9	27,750
10	27,000
11	26,645
12	26,300
13	23,940
14	22,360
15	20,342
AVERAGE	26,650

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	46,000
2	43,000
3	41,000
4	40,700
5	37,700
6	35,533
7	34,000
8	30,000
AVERAGE	38,492

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	36,025
2	36,000
3	35,270
4	34,000
5	31,900
6	30,000
7	29,600
8	29,511
9	29,403
10	28,500
11	28,000
12	26,200
13	24,552
14	24,000
15	23,320
16	23,026
17	18,150
AVERAGE	28,674

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	51,000
2	47,000
3	45,000
4	42,500
5	41,610
6	40,500
7	39,000
8	38,000
9	34,185
10	28,363
AVERAGE	40,716

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	39,700
2	36,900
3	35,700
4	34,600
5	34,325
6	33,566
7	33,100
8	32,900
9	29,129
10	29,000
11	23,118
12	23,026
13	23,000
14	22,804
AVERAGE	30,776

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	45,000
2	44,730
3	43,000
4	43,000
5	43,000
6	42,300
7	41,500
8	41,000
9	40,000
10	39,000
11	38,700
12	38,500
13	38,213
14	37,650
15	36,000
16	33,161
17	32,967
AVERAGE	39,831

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	43,200
2	41,220
3	39,600
4	39,500
5	38,280
6	37,300
7	35,000
8	34,700
9	32,500
AVERAGE	37,922

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	47,600
2	45,700
3	42,400
4	42,300
5	40,700
6	39,530
7	38,500
8	37,000
AVERAGE	41,716

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	52,675
2	48,000
3	48,000
4	46,700
5	46,100
6	45,200
7	44,600
8	41,000
9	40,820
10	40,635
11	40,020
12	39,000
13	38,800
14	38,500
15	38,000
16	37,500
17	36,500
18	36,000
19	35,767
20	34,662
21	34,000
22	32,640
23	32,100
AVERAGE	40,314

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	39,000
2	38,450
3	37,250
4	36,000
5	32,300
6	32,200
7	30,660
8	30,240
9	29,981
10	28,000
11	27,500
12	26,000
13	26,000
14	23,500
15	23,500
16	22,411
AVERAGE	30,187



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	48,300
2	47,400
3	44,000
4	43,200
5	40,000
6	40,000
7	39,800
8	39,500
9	38,737
10	38,500
11	38,200
12	38,000
13	37,895
14	37,500
15	37,000
16	36,584
17	36,000
18	35,319
19	35,000
20	34,000
21	33,886
22	32,640
23	32,582
AVERAGE	38,437

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	46,700
2	46,100
3	44,600
4	44,000
5	43,500
6	42,500
7	42,000
8	41,300
9	41,000
10	40,700
11	39,530
12	39,058
13	38,000
14	38,000
15	37,883
16	36,865
17	32,768
AVERAGE	40,736

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	41,220
2	39,600
3	36,000
4	33,700
5	30,000
6	28,000
7	21,800
AVERAGE	32,903

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	49,500
2	48,300
3	45,200
4	42,500
5	42,135
6	40,300
7	40,200
8	40,020
9	39,954
10	39,387
11	39,274
12	38,800
13	38,400
14	36,150
15	36,000
16	35,277
17	34,100
18	33,000
19	32,823
20	32,640
21	31,890
22	31,697
AVERAGE	38,525

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	43,300
2	42,000
3	38,000
4	37,000
5	34,500
6	34,400
AVERAGE	38,200

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	40,650
2	38,200
3	37,900
4	37,400
5	35,580
6	34,200
7	32,000
8	32,000
9	24,532
AVERAGE	34,674

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	44,300
2	41,500
3	39,135
4	37,450
5	35,508
AVERAGE	39,579

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	39,600
2	39,500
3	38,000
4	37,800
5	37,500
6	35,623
7	35,600
8	31,100
9	23,557
AVERAGE	35,364

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	56,500
2	49,500
3	48,000
4	46,000
5	46,000
6	45,000
7	45,000
8	44,000
9	42,000
10	41,640
11	34,420
AVERAGE	45,274

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	41,500
2	36,108
3	35,768
4	34,500
5	33,884
AVERAGE	36,352

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	41,000
2	34,500
3	34,300
4	33,600
5	31,800
6	30,000
7	29,120
8	28,000
9	25,960
AVERAGE	32,031

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	48,300
2	41,000
3	40,657
4	40,200
5	38,200
6	34,726
7	34,600
8	34,500
9	34,300
10	34,000
11	31,500
12	24,558
13	24,442
AVERAGE	35,460

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	38,213
2	37,000
3	34,500
4	33,884
AVERAGE	35,899

DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES

RANK	SALARY
1	46,100
2	44,300
3	41,000
4	39,135
5	37,500
6	37,000
AVERAGE	40,239

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	42,500
2	40,000
3	39,500
4	38,500
5	37,883
6	37,400
7	36,000
8	31,200
9	27,000
AVERAGE	36,665

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	53,000
2	48,825
3	42,000
4	41,200
5	39,976
6	38,000
7	32,995
AVERAGE	42,285

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	43,000
2	37,250
3	36,500
4	31,800
5	30,650
AVERAGE	35,640

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

LEGAL COUNSEL

RANK	SALARY
1	36,675
2	35,000
3	34,500
4	31,124
5	30,200
6	29,300
7	28,375
8	27,300
9	25,988
10	25,300
11	21,424
AVERAGE	29,562

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	39,000
2	39,000
3	37,500
AVERAGE	38,500

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	50,546
2	49,000
3	45,000
4	42,000
AVERAGE	45,637

REGISTRAR

RANK	SALARY
1	31,500
2	31,400
3	30,000
4	29,600
5	29,200
6	29,017
7	28,500
8	28,000
9	27,800
10	27,507
11	26,500
12	26,355
13	25,406
14	23,804
15	22,860
16	22,300
17	22,000
18	22,000
19	21,800
20	21,012
21	19,868
22	18,000
23	16,650
AVERAGE	25,264

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	41,000
2	39,300
3	36,900
4	36,180
5	35,200
6	35,050
7	35,000
8	35,000
9	34,800
10	34,600
11	33,072
12	33,000
13	32,600
14	32,500
15	31,651
16	31,376
17	30,600
18	29,692
19	29,650
20	28,000
21	27,000
22	27,000
23	26,986
24	21,737
25	18,000
AVERAGE	31,836

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- ATLANTA REGION -

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	42,000
2	40,000
3	37,500
4	36,744
5	36,455
6	36,000
7	35,000
8	35,000
9	34,140
10	33,000
11	32,063
12	31,185
13	30,085
14	30,000
15	29,200
16	29,000
17	28,728
18	27,000
19	26,781
20	24,750
21	23,800
22	23,426
23	21,276
24	21,000
AVERAGE	31,006

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	44,198
2	40,700
3	40,500
4	40,020
5	39,000
6	37,750
AVERAGE	40,361

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	36,800
2	33,000
3	30,500
4	30,313
5	29,755
6	29,244
7	28,500
8	27,600
9	27,267
10	26,800
11	25,600
12	25,440
13	25,000
14	24,255
15	23,500
16	23,310
17	22,000
18	21,000
19	20,724
20	20,410
21	19,712
22	17,600
AVERAGE	25,833

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	38,000
2	36,500
3	35,200
4	30,200
5	28,300
6	24,255
7	23,925
8	23,026
9	22,000
10	20,947
11	18,000
12	17,110
13	16,124
AVERAGE	25,661

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- BOSTON REGION -

The Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont. The seven participating universities from this region are as follows:

University of Connecticut  
University of Lowell  
University of Maine  
University of Massachusetts  
University of New Hampshire  
University of Rhode Island  
University of Vermont

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- BOSTON REGION -

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	52,000
2	49,850
3	46,000
4	44,443
5	41,270
6	39,000
AVERAGE	45,427

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	46,000
2	43,600
3	43,500
4	41,500
5	38,850
6	35,100
7	35,000
AVERAGE	40,507

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	43,500
2	43,500
3	<del>35,100</del>
AVERAGE	40,700

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	45,000
2	40,800
3	39,000
4	37,383
5	33,000
6	32,500
AVERAGE	37,781

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	23,766
2	23,000
3	19,200
AVERAGE	21,989

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	36,000
2	29,805
3	28,300
4	25,500
5	25,350
AVERAGE	28,791

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	28,850
2	26,600
3	24,200
AVERAGE	26,550

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	41,500
2	38,850
3	34,500
4	34,297
5	30,100
AVERAGE	35,849

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	31,418
2	30,100
3	29,100
4	27,500
5	27,400
6	27,138
7	23,870
AVERAGE	28,075

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- BOSTON REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	32,166
2	29,000
3	26,200
4	24,600
5	24,500
6	23,920
	20,000
AVERAGE	25,760

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	26,590
2	24,500
3	22,346
4	22,018
5	18,000
6	15,340
AVERAGE	21,466

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	30,800
2	28,500
3	28,192
4	25,750
5	25,000
AVERAGE	27,648

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	34,000
2	28,976
3	25,897
4	22,293
5	20,090
6	20,000
AVERAGE	25,211

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	34,000
2	30,600
3	22,000
4	19,200
5	16,500
AVERAGE	24,460

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	42,200
2	41,000
3	39,500
4	34,500
AVERAGE	39,300

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	42,000
2	40,300
3	35,500
4	34,411
5	34,400
6	30,500
AVERAGE	36,185

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	43,200
2	43,200
3	35,000
4	34,411
5	32,397
6	31,300
AVERAGE	36,585

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	31,800
2	28,753
3	28,200
4	27,250
5	27,000
6	24,600
7	23,800
AVERAGE	27,229



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- BOSTON REGION -

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	42,000
2	34,411
3	33,900
AVERAGE	36,637

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	36,000
2	34,411
3	34,000
4	33,113
AVERAGE	34,381

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	46,200
2	42,850
3	36,500
4	35,700
5	33,200
6	31,494
7	30,000
AVERAGE	36,521

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	38,500
2	35,000
3	34,411
4	33,400
5	32,300
6	30,850
AVERAGE	34,077

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	38,000
2	31,200
3	30,144
4	28,600
5	27,250
AVERAGE	31,199

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	38,200
2	33,900
3	33,800
4	31,291
5	22,983
AVERAGE	32,035

REGISTRAR

RANK	SALARY
1	25,829
2	24,850
3	23,981
4	22,932
5	20,800
6	20,200
7	20,200
AVERAGE	22,684

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	43,600
2	31,700
3	31,300
4	31,000
5	30,600
6	30,429
7	24,300
AVERAGE	31,847

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	37,785
2	34,392
3	30,700
4	30,300
5	29,797
6	29,300
AVERAGE	32,046

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- BOSTON REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	25,850
2	21,462
3	21,300
4	21,200
5	21,000
6	19,800
AVERAGE	21,769

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	22,900
2	22,800
3	22,781
4	21,446
5	20,500
6	20,139
AVERAGE	21,761

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	34,500
2	34,400
3	32,850
4	30,777
AVERAGE	33,132

TABLE II. (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin. The twenty-three participating universities from this region are as follows:

Ball State University  
Bowling Green State University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University  
Miami University  
Michigan State University  
Northern Illinois University  
Ohio University  
Purdue University  
Southern Illinois University at Carbondale  
Southern Illinois University at Edwardsville  
University of Akron  
University of Cincinnati  
University of Illinois at Chicago Circle  
University of Michigan  
University of Minnesota  
University of Toledo  
University of Wisconsin at Madison  
University of Wisconsin at Milwaukee  
Wayne State University  
Western Michigan University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES,  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	73,640
2	66,000
3	66,000
4	64,000
5	57,876
6	52,000
7	49,744
8	48,000
AVERAGE	59,533

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	65,000
2	65,000
3	60,000
4	56,500
5	56,297
6	55,000
7	55,000
8	54,873
9	54,850
10	54,000
11	54,000
12	53,500
13	51,000
14	50,614
15	50,400
16	48,200
17	44,000
AVERAGE	54,602

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	60,000
2	53,000
3	52,800
4	52,800
5	51,000
6	50,000
7	49,800
8	47,904
9	46,350
10	46,000
11	44,500
12	43,172
13	43,000
14	43,000
15	42,000
16	39,500
AVERAGE	47,802

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	63,600
2	49,200
3	49,000
4	49,000
5	49,000
6	47,300
7	47,500
8	44,737
9	43,500
10	43,172
11	42,850
12	42,300
13	41,748
14	40,550
15	39,504
16	39,250
17	38,100
18	37,650
19	35,504
AVERAGE	44,419

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	53,000
2	43,476
3	42,850
4	42,800
5	41,940
6	41,600
AVERAGE	44,278

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	41,000
2	38,000
3	36,750
4	35,400
5	30,600
6	29,500
7	25,500
AVERAGE	33,821

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	40,000
2	40,000
3	40,000
4	38,000
5	35,700
6	34,836
7	34,260
8	34,200
9	33,400
10	30,432
11	29,368
12	29,000
13	29,000
14	27,500
15	27,300
16	26,750
17	25,200
18	22,600
19	20,975
AVERAGE	31,501

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	47,500
2	43,500
3	43,500
4	32,370
5	32,250
6	28,519
AVERAGE	37,940

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	41,000
2	40,500
3	40,500
4	35,196
5	34,200
6	33,792
7	30,444
8	30,000
9	30,000
10	28,200
11	26,100
12	26,000
13	25,655
14	25,000
15	24,960
16	16,700
AVERAGE	30,641

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	47,520
2	47,520
3	43,700
4	43,049
5	40,700
6	40,600
7	40,500
8	39,500
9	39,000
10	38,500
11	36,750
12	36,400
13	36,180
14	36,000
15	35,935
16	35,820
17	35,179
18	33,204
19	33,000
20	33,000
AVERAGE	38,603

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	36,000
2	33,200
3	33,000
4	32,600
5	32,200
6	31,600
7	28,476
8	28,150
9	27,636
10	26,214
11	25,442
12	24,550
13	24,400
14	23,400
AVERAGE	29,098

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	48,500
2	48,500
3	46,000
4	44,179
5	37,300
6	35,740
AVERAGE	43,370

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	54,750
2	51,000
3	46,000
4	41,000
AVERAGE	48,188

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	46,700
2	38,900
3	37,100
4	35,024
5	34,654
6	34,500
7	34,500
8	33,600
9	32,400
10	30,450
11	28,300
12	25,446
13	24,500
14	18,250
AVERAGE	32,423

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

RANK	SALARY
1	42,280
2	38,750
3	37,280
4	37,050
5	34,920
AVERAGE	38,050

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	51,800
2	51,800
3	45,680
4	43,000
5	40,000
6	39,000
7	37,440
8	37,250
9	35,750
AVERAGE	42,404

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	36,500
2	32,220
3	30,574
4	30,500
5	29,900
6	29,200
7	28,524
8	26,480
9	26,000
10	25,000
11	24,500
12	24,200
13	24,050
14	24,000
15	20,930
16	20,680
17	19,815
AVERAGE	26,590

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR UNIVERSITY  
RELATIONS

RANK	SALARY
1	53,140
2	45,600
3	44,750
4	41,400
5	40,500
6	36,400
7	31,815
8	27,136
AVERAGE	40,093

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	34,500
2	34,500
3	23,500
4	22,931
AVERAGE	28,858

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	41,600
2	41,600
3	41,000
4	39,300
5	33,900
6	32,100
7	30,240
8	28,460
9	28,400
10	27,000
11	26,000
12	25,000
13	25,000
14	24,201
15	20,614
AVERAGE	30,961

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	46,000
2	42,800
3	40,500
4	37,500
5	31,815
6	28,754
AVERAGE	37,895

RESEARCH OFFICERS  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	56,710
2	51,000
3	46,200
AVERAGE	51,303

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
-BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	38,500
2	37,000
3	35,490
4	35,490
5	35,380
6	34,800
7	34,044
8	33,660
9	30,261
10	29,350
11	28,129
12	27,000
13	26,328
14	25,000
15	24,839
16	24,789
17	24,540
18	19,800
AVERAGE	30,283

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	36,900
2	35,664
3	35,250
4	34,250
5	31,956
6	30,000
7	30,000
8	29,600
9	27,789
10	26,904
11	26,500
12	25,987
13	24,240
14	23,773
15	22,500
16	18,850
AVERAGE	28,760

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	52,558
2	49,100
3	47,500
4	45,500
5	43,700
6	43,100
7	42,200
8	41,700
9	41,500
10	41,350
11	40,045
12	39,000
13	37,958
14	36,516
15	36,000
16	35,535
17	35,000
AVERAGE	41,662

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	45,240
2	43,000
3	38,500
4	37,958
5	35,800
6	35,800
AVERAGE	39,383

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	49,100
2	49,000
3	48,000
4	33,660
AVERAGE	44,940



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	52,649
2	48,700
3	47,000
4	46,000
5	46,000
6	45,750
7	45,700
8	45,400
9	44,851
10	43,400
11	43,000
12	43,000
13	40,200
14	39,550
15	39,060
16	38,500
17	38,500
18	38,250
19	37,958
20	37,116
21	37,063
22	36,239
23	35,839
24	31,800
AVERAGE	41,722

DEANS (DIRECTORS):  
CONTINUING EDUCATION,  
(EXTENSION)

RANK	SALARY
1	39,700
2	39,500
3	39,500
4	37,620
5	37,500
6	36,803
7	36,000
8	35,600
9	35,500
10	35,450
11	34,200
12	33,000
13	31,500
14	31,000
15	30,940
16	30,000
17	28,694
18	26,375
19	26,000
20	24,900
21	22,000
AVERAGE	32,940

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	51,039
2	47,200
3	40,420
AVERAGE	46,220

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
 PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
 BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
 - CHICAGO REGION -

DEANS (DIRECTORS):  
 EDUCATION

DEANS (DIRECTORS):  
 ENGINEERING

DEANS (DIRECTORS):  
 FINE ARTS

RANK	SALARY
1	54,088
2	48,000
3	46,200
4	45,000
5	45,000
6	43,092
7	43,000
8	41,700
9	41,500
10	41,495
11	41,400
12	40,150
13	39,500
14	39,300
15	38,418
16	38,000
17	37,958
18	36,780
19	36,348
20	36,000
21	34,500
22	33,630
AVERAGE	40,957

RANK	SALARY
1	55,823
2	50,200
3	47,300
4	47,000
5	45,000
6	43,875
7	43,750
8	43,700
9	40,000
10	39,400
11	38,508
12	35,730
13	35,213
AVERAGE	43,500

RANK	SALARY
1	45,500
2	40,000
3	39,960
4	38,640
5	38,600
6	38,400
7	38,250
8	37,958
9	37,200
10	36,780
11	36,264
AVERAGE	38,868

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS - CHICAGO REGION -

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	39,500
2	39,500
3	34,000
AVERAGE	37,667

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	52,268
2	49,600
3	47,200
4	45,200
5	44,350
6	43,000
7	43,000
8	42,800
9	42,720
10	42,400
11	42,000
12	38,950
13	38,600
14	38,000
15	37,963
16	37,140
17	36,780
18	36,540
19	36,300
20	35,000
21	34,600
22	31,250
23	30,350
AVERAGE	40,331

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	43,600
2	42,400
3	42,400
4	42,400
5	41,900
6	37,140
7	25,386
AVERAGE	39,318

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	42,000
2	39,000
3	38,725
4	38,725
5	36,346
6	36,264
7	35,700
8	30,540
9	29,500
AVERAGE	36,311

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	54,600
2	52,720
3	51,000
4	49,500
5	48,600
6	48,500
7	48,500
8	46,500
9	45,675
10	41,498
11	39,200
AVERAGE	47,845

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	47,500
2	39,392
3	29,500
AVERAGE	38,464

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	49,500
2	49,400
3	46,625
4	45,750
5	45,500
6	41,400
7	40,800
8	39,432
AVERAGE	44,217

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	41,995
2	37,750
3	37,071
4	35,250
5	35,250
6	33,978
7	33,360
8	31,000
AVERAGE	35,707

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	45,418
2	45,000
3	42,700
4	42,329
5	42,250
6	42,250
7	38,500
8	37,900
9	35,350
10	33,800
11	32,700
12	29,000
AVERAGE	38,940

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	48,000
2	48,000
3	47,500
4	40,200
5	38,250
6	36,935
7	35,916
8	34,200
9	32,300
AVERAGE	40,045

DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES

RANK	SALARY
1	47,500
2	43,400
3	38,825
4	38,825
5	37,740
6	33,600
AVERAGE	39,982

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	45,262
2	42,800
3	42,000
4	38,000
5	37,164
6	33,490
7	32,550
8	27,125
9	27,125
10	24,500
AVERAGE	35,002

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	48,500
2	47,700
3	44,350
4	44,350
5	42,329
6	41,900
7	41,390
8	33,000
AVERAGE	42,940

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	43,550
2	39,500
3	39,500
4	38,250
5	36,979
6	34,500
7	34,450
8	33,000
9	31,380
10	25,287
AVERAGE	35,640

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	48,200
2	47,700
3	45,000
4	45,000
AVERAGE	46,475

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	50,641
2	44,400
3	44,400
4	42,000
5	41,500
6	41,100
7	40,500
8	39,600
9	39,700
10	37,932
11	37,400
12	37,000
13	36,780
14	36,354
15	35,269
16	34,834
17	33,697
18	32,400
19	32,049
20	31,500
21	31,028
22	31,000
23	30,800
AVERAGE	37,417

REGISTRAR

RANK	SALARY
1	38,500
2	36,380
3	36,000
4	33,100
5	31,050
6	29,604
7	29,400
8	28,275
9	27,750
10	27,500
11	26,200
12	26,000
13	25,406
14	24,700
15	24,300
16	23,180
17	22,900
18	21,833
19	19,800
AVERAGE	27,994

LEGAL COUNSEL

RANK	SALARY
1	55,000
2	50,600
3	45,000
4	44,000
5	43,704
6	36,000
7	36,000
8	34,140
9	30,000
10	24,763
11	24,300
12	22,300
13	21,318
14	19,000
AVERAGE	34,723

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- CHICAGO REGION -

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	48,000
2	45,200
3	44,000
4	44,000
5	39,408
6	37,550
7	36,000
8	32,032
9	31,900
10	31,400
11	30,000
12	29,000
13	28,450
14	28,080
15	27,610
16	27,000
17	26,500
18	26,448
19	25,880
20	24,500
21	24,042
AVERAGE	32,974

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	38,500
2	37,500
3	37,500
4	33,098
5	31,716
6	31,000
7	30,800
8	29,971
9	29,100
10	28,400
11	27,000
12	26,280
13	25,680
14	25,590
15	25,200
16	25,150
17	25,110
18	24,900
19	24,500
20	23,100
21	19,890
AVERAGE	28,571

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	37,000
2	33,705
3	32,360
4	32,360
5	31,000
6	30,400
7	28,680
8	27,024
9	26,500
10	23,600
11	23,250
12	22,800
13	22,500
14	22,500
15	22,000
16	21,420
17	20,400
18	20,000
19	19,562
20	19,500
21	18,684
22	17,500
AVERAGE	25,125

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	49,100
2	45,475
3	33,700
4	33,700
AVERAGE	40,594

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED-TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico and Texas. The nineteen participating universities from this region are as follows:

East Texas State University  
Louisiana State University  
Louisiana Tech University  
New Mexico State University  
North Texas State University  
Oklahoma State University  
Sam Houston State University  
Stephen F. Austin State University  
Texas A & I University  
Texas Woman's University  
University of Arkansas  
University of Houston  
University of New Mexico  
University of New Orleans  
University of Oklahoma  
University of Texas at Arlington  
University of Texas at Austin  
University of Texas at Dallas  
University of Texas at El Paso

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	69,000
2	48,900
3	48,760
4	47,960
AVERAGE	58,505

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	56,300
2	55,600
3	55,600
4	55,600
5	51,500
6	50,908
7	50,500
8	49,672
9	49,500
10	48,500
11	46,650
12	44,750
13	44,025
14	38,500
15	38,500
16	38,500
17	38,500
AVERAGE	47,809

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	51,700
2	48,000
3	47,500
4	47,280
5	46,572
6	46,000
7	45,500
8	42,525
9	41,650
10	40,258
11	39,490
12	38,750
13	38,340
14	37,800
15	36,728
16	34,400
AVERAGE	42,643

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	51,500
2	49,500
3	48,000
4	45,500
5	45,500
6	44,000
7	43,140
8	42,000
9	40,524
10	40,500
11	39,008
12	38,750
13	37,800
14	37,000
15	36,728
16	35,000
17	35,000
18	31,800
AVERAGE	41,181

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	46,000
2	43,500
3	42,360
4	41,333
AVERAGE	43,298

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	35,000
2	33,000
3	32,288
4	28,100
5	27,196
6	24,099
7	23,162
8	19,872
AVERAGE	27,867



TABLE II (Continued)

RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	35,910
2	33,625
3	33,422
4	31,800
5	31,500
6	31,400
7	31,400
8	31,000
9	27,763
10	27,336
11	25,860
12	25,342
13	23,200
14	23,000
AVERAGE	29,468

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	30,500
2	27,000
3	26,160
4	25,500
5	25,000
6	25,000
7	24,000
8	23,900
9	21,866
10	15,500
AVERAGE	24,443

RANK	SALARY
1	46,000
2	40,260
3	40,000
4	39,500
5	39,410
6	38,500
7	38,000
8	37,800
9	37,704
10	37,500
11	36,728
12	34,500
13	33,033
14	29,100
AVERAGE	37,717

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	31,380
2	31,250
3	31,080
4	30,822
5	26,000
6	25,800
7	25,200
8	25,100
9	24,384
10	24,000
11	22,486
12	21,714
13	19,872
AVERAGE	26,078

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	50,000
2	42,000
3	42,000
AVERAGE	44,667

RANK	SALARY
1	41,500
2	39,336
3	39,326
4	36,000
5	35,000
AVERAGE	38,032

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	34,650
2	33,760
3	30,036
4	25,900
5	25,500
6	25,000
7	24,602
8	22,800
9	20,604
AVERAGE	27,072

ADMINISTRATIVE OPERATIONS OFFICERS:  
DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	40,559
2	25,000
3	21,395
AVERAGE	28,985

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	45,660
2	37,800
3	37,500
4	34,584
5	32,000
AVERAGE	37,509

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	30,600
2	27,601
3	26,900
4	25,400
5	24,504
6	24,000
7	23,412
8	21,500
9	21,100
10	21,000
11	18,590
12	16,139
AVERAGE	23,395

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	38,000
2	38,000
3	33,700
4	31,000
5	27,000
6	27,000
7	26,700
8	26,000
9	25,500
10	25,000
11	22,500
12	19,044
AVERAGE	26,294

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR UNIVERSITY  
RELATIONS

RANK	SALARY
1	45,660
2	37,500
3	35,300
AVERAGE	39,487

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	35,667
2	37,000
3	36,300
4	33,960
5	33,450
6	32,885
7	32,544
8	31,020
9	23,840
10	21,612
AVERAGE	32,128

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	37,000
2	33,180
3	31,100
4	29,860
5	29,500
6	29,400
7	29,200
8	27,264
9	25,064
10	24,816
11	19,500
12	19,044
13	19,400
AVERAGE	27,170

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	44,200
2	42,520
3	42,500
4	42,300
5	40,968
6	40,360
7	38,202
8	36,576
9	31,000
10	30,685
11	29,313
AVERAGE	38,057

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	42,500
2	39,000
3	36,600
4	34,000
5	33,560
6	33,500
7	33,200
8	31,800
AVERAGE	35,530

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	43,212
2	40,998
3	40,560
4	36,576
5	36,136
6	30,800
AVERAGE	38,047

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	48,000
2	44,600
3	44,500
4	44,000
5	40,360
6	38,500
7	38,004
8	38,004
9	37,500
10	36,925
11	36,576
12	36,515
13	36,500
14	36,063
15	35,805
16	34,308
17	31,000
18	29,490
AVERAGE	38,148

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	40,660
2	40,000
3	39,585
4	37,160
5	36,500
6	36,403
7	32,400
8	30,900
9	29,500
10	25,170
11	25,000
12	21,000
13	17,535
AVERAGE	31,463

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	48,000
2	45,500
3	42,500
4	40,008
5	39,960
6	37,605
7	36,576
8	36,500
9	36,172
10	35,860
11	35,805
12	35,400
13	34,960
14	34,308
15	32,000
16	30,000
17	23,786
AVERAGE	36,757

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	55,000
2	48,000
3	43,500
4	43,200
5	41,040
6	40,534
7	40,360
8	38,790
9	37,500
10	37,146
11	36,576
12	36,500
13	34,650
14	33,500
AVERAGE	40,400

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	45,000
2	39,000
3	37,500
4	34,391
5	34,308
6	34,000
7	31,500
8	30,360
9	29,940
AVERAGE	38,111

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	52,667
2	45,500
3	44,800
4	43,000
5	40,020
6	39,760
7	38,962
8	36,850
9	36,576
10	36,000
11	36,000
12	35,271
13	33,000
14	30,000
AVERAGE	39,172

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	40,667
2	39,960
3	28,000
4	25,000
5	24,760
AVERAGE	31,677

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	45,500
2	45,000
3	34,308
4	32,007
5	29,940
AVERAGE	37,551

DEANS (DIRECTORS):

RANK	SALARY
1	51,000
2	48,000
3	43,741
4	43,300
5	40,360
6	38,770
AVERAGE	44,195

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	39,300
2	36,500
3	36,174
4	35,805
5	35,000
AVERAGE	36,556

DEANS (DIRECTORS):  
LITERARY SCIENCE

RANK	SALARY
1	39,000
2	37,516
3	33,333
4	29,523
5	28,360
AVERAGE	32,746

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	42,000
2	41,005
3	40,000
4	35,000
5	35,000
AVERAGE	38,601

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	45,500
2	44,000
3	43,800
4	41,443
5	37,500
6	36,960
7	36,500
8	35,671
9	35,600
AVERAGE	39,664

DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES

RANK	SALARY
1	50,300
2	42,500
3	29,340
4	26,400
5	23,448
AVERAGE	34,438

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	40,000
2	38,000
3	36,810
4	36,000
5	31,160
6	26,833
AVERAGE	34,802

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	48,500
2	44,000
3	35,000
AVERAGE	42,500

TABLE II (Continued)

1A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	35,500
2	35,100
3	30,360
4	29,254
5	26,284
AVERAGE	31,300

LEGAL COUNSEL

RANK	SALARY
1	30,000
2	29,700
3	23,500
4	22,152
5	23,000
AVERAGE	25,270

REGISTRAR

RANK	SALARY
1	35,500
2	34,308
3	33,168
4	32,130
5	30,480
6	28,500
7	27,000
8	26,640
9	26,000
10	25,600
11	25,360
12	25,145
13	23,560
14	23,220
15	22,000
16	21,278
17	21,500
18	21,200

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	39,300
2	37,500
3	36,000
4	36,500
5	34,800
6	33,200
7	32,972
8	32,700
9	31,372
10	31,307
11	30,750
12	30,740
13	30,500
14	30,360
15	28,875
16	28,867
17	28,500
18	28,476
19	22,950
AVERAGE	32,036

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	39,254
2	37,800
3	33,247
4	33,180
5	30,804
6	29,360
7	26,150
8	27,300
9	27,132
10	27,000
11	25,500
12	25,000
13	24,750
14	24,000
15	23,391
16	22,798
17	22,450
18	22,025
AVERAGE	28,008

AVERAGE 26,900

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DALLAS REGION -

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	32,715
2	29,460
3	29,200
4	28,400
5	28,060
6	25,000
7	24,175
8	24,000
9	23,218
10	21,000
11	19,500
12	19,400
13	18,000
14	16,000
15	15,000
16	14,892
AVERAGE	23,001

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	28,800
2	28,760
3	26,648
4	26,448
5	23,000
6	21,400
7	20,000
8	19,392
9	18,150
10	16,500
11	15,900
12	15,000
AVERAGE	21,667

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	42,965
2	40,560
3	35,400
4	33,516
AVERAGE	38,110

TABLE II (Continued)

A. RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming. The eleven participating universities from this region are as follows:

Montana State University  
North Dakota State University  
South Dakota State University  
University of Colorado  
University of Montana  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Utah  
University of Wyoming  
Utah State University



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	56,500
2	55,000
3	54,276
4	47,000
5	45,500
6	45,500
7	42,000
8	42,000
9	39,250
AVERAGE	47,509

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	48,000
2	46,500
3	45,500
4	45,000
5	41,500
6	39,000
7	39,000
8	36,000
9	34,335
10	32,750
AVERAGE	40,774

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	44,460
2	42,500
3	39,500
4	35,000
5	35,000
6	34,390
7	33,864
AVERAGE	37,816

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	29,109
2	23,750
3	22,640
AVERAGE	25,167

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	33,050
2	32,400
3	27,158
4	26,400
5	24,876
6	24,408
7	22,840
8	21,950
9	20,870
AVERAGE	25,995

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	34,128
2	31,000
3	28,250
4	28,000
5	25,100
6	21,252
7	20,834
AVERAGE	26,938

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	40,932
2	35,900
3	35,500
4	34,000
5	32,200
AVERAGE	35,906

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	34,280
2	33,600
3	27,550
4	27,312
5	27,300
6	26,500
7	26,000
8	25,200
AVERAGE	28,474

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	45,500
2	40,000
3	40,000
4	31,350
AVERAGE	39,413

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	45,000
2	35,500
3	28,050
4	24,800
5	25,664
6	22,450
7	20,300
8	18,200
AVERAGE	27,906

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	29,300
2	26,250
3	26,244
AVERAGE	27,265

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	29,712
2	29,000
3	24,150
AVERAGE	27,621

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	44,472
2	43,800
3	40,000
4	32,655
5	32,000
AVERAGE	38,585

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	32,000
2	25,900
3	21,120
4	20,124
AVERAGE	24,686

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	35,000
2	28,000
3	23,750
4	21,250
5	19,360
6	15,000
AVERAGE	23,727

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	46,300
2	42,792
3	35,700
4	35,500
5	34,140
6	33,180
7	32,865
8	32,500
9	30,750
AVERAGE	35,970

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	39,000
2	36,738
3	35,000
4	34,650
5	33,240
6	29,250
AVERAGE	34,646

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	36,356
2	34,200
3	29,100
AVERAGE	33,219

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	45,400
2	39,000
3	38,200
4	36,100
5	34,500
6	33,948
7	31,750
8	31,500
9	31,000
AVERAGE	35,611

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	41,000
2	38,529
3	36,600
4	30,500
5	27,250
6	26,664
7	25,515
8	24,500
9	23,250
10	19,080
AVERAGE	29,269

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	46,970
2	43,500
3	34,000
AVERAGE	41,490

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	40,000
2	38,628
3	38,200
4	36,500
5	35,700
6	34,000
7	32,800
8	32,800
9	30,660
10	26,000
11	24,920
AVERAGE	33,655

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	50,752
2	43,100
3	43,000
4	39,672
5	36,225
6	35,500
7	34,800
8	28,250
AVERAGE	38,912

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	35,000
2	33,860
3	32,600
4	31,050
5	30,900
6	30,804
AVERAGE	32,486

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	51,240
2	37,900
3	34,700
4	35,000
5	35,000
6	33,250
7	32,988
8	32,000
9	31,836
10	30,450
AVERAGE	35,440

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	47,580
2	35,000
3	34,000
4	30,000
5	27,750
AVERAGE	34,866

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	56,242
2	41,400
3	41,040
4	37,500
5	37,250
6	36,012
AVERAGE	41,574

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	46,400
2	33,400
3	32,700
4	31,548
5	27,550
AVERAGE	34,320

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	59,706
2	35,496
3	35,000
4	33,000
5	32,000
6	29,600
7	24,450
8	18,720
AVERAGE	33,497

DEANS (DIRECTORS):  
UNIVERSITY, COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	34,650
2	33,600
3	22,000
AVERAGE	30,083

LEGAL COUNSEL

RANK	SALARY
1	40,932
2	30,500
3	28,860
4	29,000
5	23,800
AVERAGE	30,418

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	39,800
2	34,000
3	33,000
4	31,800
5	31,000
6	29,830
7	29,828
8	26,775
9	25,950
10	25,750
AVERAGE	30,773

REGISTRAR

RANK	SALARY
1	36,132
2	26,250
3	26,100
4	25,780
5	25,600
6	25,570
7	24,240
8	22,000
9	20,807
10	19,500
11	19,348
AVERAGE	23,958

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- DENVER REGION -

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	38,750
2	36,000
3	30,000
4	29,382
5	28,500
6	28,000
7	27,700
8	24,250
9	23,940
10	23,050
11	22,320
AVERAGE	28,354

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	41,000
2	34,800
3	33,600
4	27,750
AVERAGE	34,288

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	32,164
2	31,000
3	28,200
4	25,720
5	24,000
6	21,200
7	20,870
8	20,000
9	19,822
10	18,450
11	16,360
AVERAGE	23,435

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	28,400
2	22,500
3	20,000
4	18,000
5	18,000
6	17,850
7	17,000
8	13,325
9	11,022
AVERAGE	18,455

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- KANSAS CITY REGION -

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri and Nebraska. The nine participating universities from this region are as follows:

Iowa State University of Science and Technology  
Kansas State University of Agriculture and Applied Science  
University of Iowa  
University of Kansas  
University of Missouri at Columbia  
University of Missouri at Kansas City  
University of Missouri at St. Louis  
University of Nebraska  
Wichita State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- KANSAS CITY REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	59,000
2	47,100
3	45,500
4	44,500
AVERAGE	49,225

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	55,650
2	55,650
3	54,000
4	50,000
5	48,500
6	48,000
AVERAGE	51,967

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	52,000
2	49,500
3	46,720
4	44,675
5	44,200
6	42,200
7	41,000
8	38,000
AVERAGE	44,790

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	46,400
2	40,250
3	40,000
4	39,500
5	38,700
6	38,700
7	35,700
AVERAGE	39,464

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	39,250
2	33,550
3	33,300
4	26,250
AVERAGE	33,088

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	37,250
2	30,600
3	30,200
4	26,900
5	26,250
6	25,150
AVERAGE	29,392

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	31,140
2	23,000
3	23,000
4	23,000
5	19,700
AVERAGE	23,228

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	45,100
2	40,800
3	40,020
4	38,000
5	37,700
6	37,535
7	35,200
8	30,985
AVERAGE	38,155

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	31,900
2	30,360
3	30,200
4	26,300
5	25,600
AVERAGE	28,276



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- KANSAS CITY REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	35,400
2	31,500
3	26,300
4	23,000
5	22,790
AVERAGE	27,798

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	36,475
2	28,020
3	24,800
4	24,000
5	24,000
6	22,761
AVERAGE	26,676

PUBLIC RELATIONS AND DEVELOPMENT:  
VICE PRESIDENT FOR DEVELOPMENT

RANK	SALARY
1	41,800
2	37,980
3	36,200
AVERAGE	38,660

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	50,500
2	48,250
3	44,000
4	42,900
AVERAGE	46,413

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	38,000
2	33,907
3	33,000
4	30,000
AVERAGE	33,727

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	32,428
2	30,800
3	23,300
4	22,800
5	20,400
AVERAGE	25,906

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	48,300
2	41,700
3	41,700
4	40,500
5	40,320
6	40,100
7	40,100
8	37,600
AVERAGE	41,290

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	38,760
2	37,720
3	37,500
AVERAGE	37,993

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	48,300
2	42,400
3	40,000
4	37,740
AVERAGE	42,110

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- KANSAS CITY REGION -

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	42,700
2	42,375
3	39,400
4	39,000
5	38,040
6	36,650
7	36,000
8	35,000
AVERAGE	38,646

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	39,600
2	39,200
3	37,000
4	35,500
5	32,600
6	29,800
7	27,540
8	26,200
AVERAGE	31,430

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	44,200
2	42,300
3	41,180
4	40,300
5	39,000
6	38,000
7	37,600
8	36,500
9	36,480
AVERAGE	39,507

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	48,300
2	45,000
3	42,400
4	41,700
5	40,020
6	38,900
7	37,800
AVERAGE	42,017

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	42,900
2	40,660
3	39,540
4	38,000
5	37,600
6	35,000
7	33,000
AVERAGE	38,100

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	42,800
2	39,075
3	38,040
4	36,000
AVERAGE	38,980

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	39,300
2	38,500
3	35,500
AVERAGE	37,767

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	50,000
2	46,000
3	45,150
4	44,700
5	44,000
AVERAGE	45,970

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	42,500
2	37,500
3	26,500
AVERAGE	35,500

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- KANSAS CITY REGION -

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	44,700
2	38,400
3	38,000
AVERAGE	40,367

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	45,000
2	41,900
3	41,040
AVERAGE	42,647

LEGAL COUNSEL

RANK	SALARY
1	37,000
2	32,160
3	22,500
AVERAGE	30,553

REGISTRAR

RANK	SALARY
1	34,260
2	33,750
3	32,300
4	32,000
5	29,000
6	28,350
7	26,600
8	25,210
9	21,200
AVERAGE	29,186

DIRECTOR OF LIBRARIES  
(CHIEF BARRARIAN)

RANK	SALARY
1	41,180
2	40,600
3	40,100
4	37,300
5	37,000
6	33,300
7	32,321
8	32,000
9	29,500
AVERAGE	35,922

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	45,500
2	40,000
3	39,660
4	37,600
5	35,500
6	32,480
7	29,650
8	25,500
9	23,127
AVERAGE	34,335

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	31,150
2	31,000
3	25,750
4	23,500
5	23,400
6	22,500
7	21,850
8	20,820
9	18,950
AVERAGE	24,325

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	32,475
2	30,400
3	25,500
4	22,500
5	22,200
6	22,000
7	18,720
AVERAGE	24,814

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	43,700
2	42,060
3	40,100
AVERAGE	41,953

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- NEW YORK REGION -

The New York Region as defined by the Equal Employment Opportunity Commission includes the states of New Jersey and New York as well as Puerto Rico and the Virgin Islands. For purposes of this survey, Puerto Rico and the Virgin Islands are not included. The four participating universities from this region are as follows:

Rutgers, The State University  
State University of New York at Albany  
State University of New York at Buffalo  
State University of New York at Stony Brook

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- NEW YORK REGION -

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	50,000
2	47,000
3	47,000
4	47,000
AVERAGE	48,550

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	47,332
2	47,322
3	43,980
4	30,873
AVERAGE	44,627

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	44,942
2	42,500
3	40,603
4	38,320
AVERAGE	41,566

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	42,500
2	35,055
3	29,000
4	25,000
AVERAGE	32,880

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	28,500
2	28,340
3	24,693
AVERAGE	27,178

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	42,984
2	42,500
3	33,150
AVERAGE	39,545

ADMINISTRATIVE OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
1	47,332
2	47,322
3	42,995
AVERAGE	45,883

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	37,562
2	37,497
3	37,289
AVERAGE	37,449

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	33,866
2	28,578
3	26,616
4	23,178
AVERAGE	28,060

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS.  
- NEW YORK REGION -

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	44,390
2	42,500
3	33,110
AVERAGE	40,006

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	31,717
2	25,722
3	24,915
AVERAGE	27,451

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	43,000
2	42,500
3	41,170
AVERAGE	42,223

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	42,000
2	42,375
3	39,670
AVERAGE	41,315

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	41,562
2	34,880
3	31,090
AVERAGE	35,844

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	43,880
2	42,500
3	43,451
AVERAGE	39,947

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	45,924
2	42,500
3	39,838
AVERAGE	42,721

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	42,500
2	38,363
3	33,027
AVERAGE	37,963

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	39,002
2	38,490
3	38,240
4	31,774
AVERAGE	37,104

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
NEW YORK REGION -

DEANS (DIRECTORS):  
SOCIAL AND  
BEHAVIORAL SCIENCES

RANK	SALARY
1	42,500
2	42,250
3	34,335
AVERAGE	39,697

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	42,500
2	39,841
3	37,312
4	36,780
AVERAGE	39,108

REGISTRAR

RANK	SALARY
1	30,732
2	29,777
3	22,937
4	21,954
AVERAGE	26,200

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	36,902
2	35,169
3	34,125
4	32,000
AVERAGE	34,549

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	38,695
2	38,340
3	38,078
4	31,000
AVERAGE	36,528

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	28,134
2	26,000
3	25,000
4	18,966
AVERAGE	24,525

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- PHILADELPHIA REGION -

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The seven participating universities from this region are as follows:

Indiana University of Pennsylvania  
Old Dominion University  
University of Delaware  
University of Maryland  
Virginia Commonwealth University  
Virginia Polytechnic Institute and State University  
West Virginia University



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- PHILADELPHIA REGION -

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	57,500
2	50,700
3	47,100
4	44,000
5	39,450
AVERAGE	47,752

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	49,800
2	44,000
3	41,500
4	37,382
AVERAGE	43,171

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	49,900
2	49,000
3	48,000
4	41,614
5	39,408
6	37,382
AVERAGE	44,217

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	39,408
2	34,886
3	32,500
4	32,000
AVERAGE	34,499

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	31,470
2	30,204
3	26,800
4	25,600
5	25,000
6	17,150
AVERAGE	26,037

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	37,500
2	22,400
3	17,900
AVERAGE	25,933

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	29,930
2	25,600
3	24,800
4	24,700
5	21,500
6	14,320
AVERAGE	22,814

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	46,500
2	41,600
3	41,000
4	37,045
5	37,382
AVERAGE	40,885

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	30,900
2	29,052
3	28,250
4	25,900
5	24,000
AVERAGE	27,800

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- PHILADELPHIA REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	46,500
2	42,000
3	41,000
4	34,886
AVERAGE	41,007

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	43,000
2	23,167
3	16,500
AVERAGE	27,549

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	23,400
2	22,133
3	20,500
AVERAGE	22,011

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	29,730
2	29,400
3	25,700
4	22,400
5	18,610
AVERAGE	25,168

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	41,700
2	30,000
3	29,400
4	26,300
AVERAGE	31,850

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	38,000
2	34,500
3	31,500
4	27,500
AVERAGE	32,875

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	38,500
2	37,500
3	33,500
4	32,802
5	32,750
6	32,000
7	25,728
AVERAGE	33,254

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	47,000
2	42,800
3	40,500
4	34,886
5	34,300
6	33,000
AVERAGE	38,748

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	44,000
2	37,730
3	37,500
4	37,464
AVERAGE	39,174

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES,  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- PHILADELPHIA REGION -

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	47,000
2	39,912
3	39,716
4	37,800
5	34,886
6	34,100
7	31,600
AVERAGE	37,850

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	40,000
2	37,000
3	36,000
4	34,000
5	33,248
6	30,600
AVERAGE	35,141

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	46,000
2	40,500
3	39,912
4	38,800
5	35,000
6	30,910
7	30,303
AVERAGE	37,346

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	57,500
2	44,000
3	40,500
4	39,384
5	37,000
AVERAGE	41,077

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	39,000
2	34,788
3	32,100
AVERAGE	33,963

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	49,200
2	41,500
3	37,915
4	36,756
5	34,886
6	29,800
AVERAGE	37,510

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	44,000
2	37,997
3	35,000
4	34,886
AVERAGE	37,971

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	38,400
2	35,000
3	33,612
AVERAGE	35,671

LEGAL COUNSEL

RANK	SALARY
1	39,636
2	27,200
3	21,500
AVERAGE	29,445

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- PHILADELPHIA REGION -

REGISTRAR

RANK	SALARY
1	31,900
2	30,000
3	27,840
4	25,000
5	18,000
6	15,800
AVERAGE	24,757

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	40,630
2	33,000
3	32,300
4	30,300
5	30,000
6	20,000
7	30,000
AVERAGE	32,220

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	35,000
2	35,712
3	34,560
4	32,802
5	32,500
6	32,300
7	30,400
AVERAGE	33,753

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	34,020
2	26,304
3	23,400
4	23,400
5	23,000
6	21,156
7	20,900
AVERAGE	24,540

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	24,680
2	20,500
3	18,000
4	16,500
5	15,000
AVERAGE	19,736

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- SAN FRANCISCO REGION -

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii and Nevada, as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The eleven participating universities from this region are as follows:

Arizona State University  
San Diego State University  
University of Arizona  
University of California at Davis  
University of California at Riverside  
University of California at San Diego  
University of California at Santa Barbara  
University of California at Santa Cruz  
University of Hawaii  
University of Nevada at Las Vegas  
University of Nevada at Reno

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- SAN FRANCISCO REGION -

PRESIDENT (CHANCELLOR) OF A SYSTEM  
OF MULTI-CAMPUS INSTITUTIONS

RANK	SALARY
1	67,776
2	56,000
3	45,000
AVERAGE	56,250

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	57,316
2	57,315
3	56,000
4	54,700
5	54,700
6	54,000
7	42,750
8	41,200
9	38,000
10	38,000
AVERAGE	49,399

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	50,200
2	47,400
3	46,900
4	45,990
5	44,900
6	44,100
7	42,500
8	39,000
9	39,000
10	39,492
AVERAGE	43,145

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	47,200
2	45,600
3	44,013
4	40,835
5	38,000
6	37,500
7	37,500
8	36,900
9	36,000
10	33,492
AVERAGE	39,704

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	32,000
2	28,000
3	27,600
4	26,508
5	25,100
6	24,776
AVERAGE	27,331

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	34,995
2	33,800
3	31,426
4	29,905
5	29,650
6	28,100
7	21,960
AVERAGE	29,905

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- SAN FRANCISCO REGION -

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	35,532
2	35,113
3	32,900
4	32,630
5	32,500
6	32,136
7	31,300
8	30,756
9	27,300
10	15,684
AVERAGE	30,585

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	44,796
2	44,100
3	41,200
4	39,600
5	39,000
6	36,500
7	35,800
8	35,000
AVERAGE	39,500

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	35,875
2	34,980
3	29,475
4	29,296
5	28,244
6	24,400
AVERAGE	30,378

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	50,200
2	41,872
3	37,500
4	37,000
AVERAGE	41,643

ADMINISTRATIVE OPERATIONS OFFICERS:  
VICE PRESIDENT FOR PLANNING  
AND BUDGETING

RANK	SALARY
1	40,893
2	37,500
3	34,000
4	32,000
AVERAGE	36,098

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	37,575
2	31,700
3	31,000
4	29,328
5	27,840
6	27,020
7	26,088
8	25,300
AVERAGE	29,481

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	30,768
2	30,184
3	29,700
4	27,600
5	24,482
6	24,120
7	23,500
8	22,912
AVERAGE	26,658

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	45,396
2	35,000
3	30,400
4	28,884
5	26,520
6	25,000
7	23,256
8	21,507
AVERAGE	29,495

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	46,886
2	41,710
3	32,100
AVERAGE	40,232

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- SAN FRANCISCO REGION -

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	41,000
2	37,200
3	34,502
AVERAGE	37,567

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	32,136
2	29,470
3	29,586
4	27,708
5	26,772
AVERAGE	28,934

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	48,500
2	41,500
3	39,900
4	34,000
5	33,201
AVERAGE	39,220

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	47,900
2	47,200
3	44,593
4	41,000
5	38,471
6	38,000
AVERAGE	42,461

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	43,400
2	41,985
3	41,500
4	40,839
5	37,000
6	35,700
AVERAGE	40,071

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	42,900
2	41,000
3	37,367
4	36,500
5	35,163
6	33,876
7	33,556
8	33,100
AVERAGE	36,683

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	43,265
2	42,900
3	42,220
4	41,500
5	38,900
6	38,000
7	35,330
AVERAGE	40,902

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	43,350
2	42,100
3	42,000
4	41,900
5	40,800
6	36,751
7	35,700
AVERAGE	40,372

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	45,900
2	41,000
3	40,700
4	37,300
5	37,250
6	36,590
7	34,000
AVERAGE	38,963



TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
SAN FRANCISCO REGION

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	46,700
2	42,400
3	19,712
AVERAGE	36,271

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	49,300
2	44,000
3	43,197
4	43,000
AVERAGE	44,874

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	37,624
2	37,182
3	37,000
4	36,041
AVERAGE	36,962

REGISTRAR

RANK	SALARY
1	32,911
2	31,900
3	31,800
4	31,500
5	31,395
6	29,300
7	26,772
8	26,393
9	21,768
10	19,821
11	19,512
AVERAGE	27,643

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	41,400
2	39,426
3	38,600
4	36,500
5	36,000
6	35,515
7	34,800
8	34,500
9	32,491
10	31,781
11	29,748
AVERAGE	35,524

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	40,568
2	37,500
3	36,467
4	34,300
5	33,924
6	32,652
7	31,500
8	29,900
9	28,700
AVERAGE	34,057

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	32,900
2	32,800
3	28,800
4	27,800
5	27,300
6	25,404
7	25,036
8	24,913
9	24,735
10	24,120
AVERAGE	27,381

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	44,593
2	41,500
3	38,000
AVERAGE	41,364

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	36,000
2	31,000
3	27,912
4	26,585
5	25,536
6	25,404
7	25,300
8	24,879
9	20,628
10	19,678
AVERAGE	26,292

113

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
- SEATTLE REGION -

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon and Washington. The eight participating universities from this region are as follows:

Idaho State University  
Oregon State University  
Portland State University  
University of Alaska  
University of Idaho  
University of Oregon  
University of Washington  
Washington State University

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGION  
- SEATTLE REGION -

PRESIDENT (CHANCELLOR) OF A  
SINGLE UNIT INSTITUTION

RANK	SALARY
1	63,000
2	50,750
3	50,750
4	50,750
5	43,500
6	40,000
AVERAGE	49,792

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR BUSINESS  
(FINANCE)

RANK	SALARY
1	92,260
2	49,000
3	45,265
4	37,400
5	37,300
6	35,500
AVERAGE	42,788

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT

RANK	SALARY
1	47,000
2	45,806
3	40,400
4	37,950
5	37,300
AVERAGE	41,671

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	34,707
2	33,065
3	33,000
4	29,760
5	29,000
6	27,324
7	26,171
AVERAGE	30,432

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	34,251
2	34,125
3	28,000
4	25,752
5	23,292
6	19,500
AVERAGE	27,487

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	32,712
2	26,489
3	26,366
4	23,004
AVERAGE	27,143

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT OF STUDENT AFFAIRS  
(SERVICES)

RANK	SALARY
1	40,476
2	38,060
3	37,752
4	33,915
5	33,650
AVERAGE	36,771

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	44,756
2	33,130
3	32,100
4	32,000
5	25,228
AVERAGE	33,443

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGION  
- SEATTLE REGION -

ADMINISTRATIVE OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT

RANK	SALARY
1	45,504
2	37,400
3	32,000
AVERAGE	38,301

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF PUBLIC RELATIONS  
AND/OR INFORMATION

RANK	SALARY
1	30,624
2	28,008
3	18,020
4	17,323
AVERAGE	23,494

ADMINISTRATIVE OPERATIONS OFFICERS:  
ASSISTANT TO THE PRESIDENT  
(CHANCELLOR)

RANK	SALARY
1	28,500
2	28,000
3	21,000
4	12,000
AVERAGE	22,375

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF UNIVERSITY RELATIONS

RANK	SALARY
1	30,520
2	26,969
3	24,120
4	19,834
AVERAGE	25,013

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	63,314
2	49,596
3	30,300
AVERAGE	47,737

PUBLIC RELATIONS AND DEVELOPMENT:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	38,000
2	38,000
3	30,000
4	27,000
5	26,667
6	24,000
AVERAGE	30,611

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH SERVICES  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	42,000
2	37,399
3	27,732
4	25,560
AVERAGE	33,173

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	33,000
2	25,340
3	24,600
4	24,600
5	24,064
6	21,480
AVERAGE	25,516

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGION  
- SEATTLE REGION -

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	53,300
2	51,756
3	45,300
4	43,003
5	37,962
6	33,280
7	29,004
AVERAGE	41,944

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	45,300
2	44,604
3	36,314
AVERAGE	42,073

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	58,718
2	45,406
3	38,524
4	30,961
AVERAGE	43,429

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	58,380
2	50,709
3	41,760
4	40,649
5	39,313
6	33,750
7	31,309
AVERAGE	42,552

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	62,845
2	36,500
3	34,691
AVERAGE	44,679

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	55,210
2	47,184
3	22,500
4	21,000
5	18,144
AVERAGE	32,908

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	58,675
2	46,164
3	45,042
4	44,350
5	37,104
6	36,237
7	34,540
8	33,132
AVERAGE	41,906

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	60,969
2	47,856
3	44,650
4	41,200
5	37,227
6	30,000
AVERAGE	43,650

117

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGION  
- SEATTLE REGION -

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	45,564
2	42,204
3	35,496
AVERAGE	41,088

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	41,004
2	36,515
3	24,099
AVERAGE	33,873

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	49,596
2	44,821
3	43,000
4	41,236
5	37,399
6	37,225
7	33,000
AVERAGE	40,900

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	42,300
2	37,200
3	33,280
AVERAGE	37,593

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	49,176
2	44,150
3	36,934
AVERAGE	43,420

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	37,330
2	35,280
3	28,952
AVERAGE	33,921

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	52,524
2	39,230
3	38,113
AVERAGE	43,296

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	40,992
2	38,808
3	38,000
4	32,004
AVERAGE	37,451

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED TWENTY-FOUR UNIVERSITIES IN FIFTY STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGION  
- SEATTLE REGION -

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	46,600
2	44,604
3	35,982
AVERAGE	42,395

LEGAL COUNSEL

RANK	SALARY
1	33,716
2	32,157
3	19,956
4	19,200
AVERAGE	26,257

REGISTRAR

RANK	SALARY
1	40,543
2	33,780
3	32,508
4	30,600
5	26,578
6	25,917
7	24,506
8	23,844
AVERAGE	29,533

DIRECTOR OF LIBRARIES  
(CHIEF LIBRARIAN)

RANK	SALARY
1	58,248
2	45,324
3	39,941
4	38,325
5	36,228
6	33,007
7	32,400
8	30,000
AVERAGE	39,234

DIRECTOR OF NON-ACADEMIC PERSONNEL

RANK	SALARY
1	37,304
2	31,896
3	26,025
4	25,692
5	25,692
6	25,692
7	20,417
AVERAGE	27,331

DIRECTOR OF COMPUTER SERVICES

RANK	SALARY
1	41,500
2	38,004
3	30,000
4	29,680
5	28,500
6	20,004
AVERAGE	30,281

DIRECTOR OF AGRICULTURAL EXTENSION

RANK	SALARY
1	42,000
2	41,604
3	37,480
AVERAGE	40,361

AFFIRMATIVE ACTION OFFICER

RANK	SALARY
1	27,000
2	26,669
3	26,016
4	21,108
5	18,540
6	18,088
7	18,000
8	18,000
AVERAGE	21,678

TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

This table summarizes the data for twenty-six university systems in twenty-three states. For making these data available, the University of Arkansas is grateful to the following university systems:

California State University and Colleges System . 7  
Indiana University System  
Louisiana State University System  
Oregon State System of Higher Education  
State University of Florida System  
Texas A & M University System  
University of Alabama System  
University of Alaska Statewide System  
University of Arkansas System  
University of California, Systemwide Administration  
University of Colorado, Central Administration  
University of Hawaii System  
University of Houston System  
University of Illinois System  
University of Maine System-Wide Service  
University of Maryland System  
University of Massachusetts System  
University of Missouri System  
University of Nebraska System  
University of Nevada System  
University of North Carolina System  
University of South Dakota System  
University of Tennessee, University-wide Administration  
University of Texas System Administration  
University of Wisconsin System  
University System of New Hampshire



TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

CHIEF EXECUTIVE OFFICERS:  
PRESIDENT/CHANCELLOR

RANK	SALARY
1	69,000
2	68,900
3	67,776
4	67,000
5	65,625
6	64,036
7	64,000
8	62,500
9	62,300
10	60,200
11	60,000
12	57,900
13	57,276
14	55,000
15	55,000
16	54,000
17	53,000
18	53,000
19	52,000
20	51,790
21	49,760
22	45,746
23	45,000
24	41,000
25	39,250
26	39,000
AVERAGE	56,141

ACADEMIC OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	57,680
2	57,600
3	52,756
4	52,500
5	50,000
6	49,600
7	48,500
8	46,500
9	46,200
10	46,200
11	45,880
12	45,000
13	44,000
14	43,350
15	41,850
16	41,000
17	37,100
18	36,000
AVERAGE	46,762

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	52,000
2	32,250
3	29,150
AVERAGE	37,800

OPERATIONS OFFICERS:  
EXECUTIVE VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	60,220
2	58,200
3	58,000
4	53,500
5	51,000
6	48,600
7	47,600
8	46,500
9	44,443
10	44,245
11	40,500
12	39,500
AVERAGE	49,360

OPERATIONS OFFICERS:  
ADMINISTRATIVE VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	60,200
2	57,600
3	51,000
4	45,600
5	43,886
6	43,630
7	37,100
8	36,000
AVERAGE	46,877

ACADEMIC OFFICERS:  
DEAN

RANK	SALARY
1	43,200
2	39,492
3	33,645
AVERAGE	38,779

ACADEMIC OFFICERS:  
DIRECTOR

RANK	SALARY
1	37,500
2	32,676
3	32,500
AVERAGE	34,225

TABLE III (Continued)

A. RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

OPERATIONS OFFICERS:  
DIRECTOR OF ADMINISTRATION

RANK	SALARY
1	42,420
2	39,700
3	26,560
AVERAGE	36,227

OPERATIONS OFFICERS:  
EXECUTIVE ASSISTANT/  
ASST TO THE PRESIDENT/CHANCELLOR

RANK	SALARY
1	47,000
2	46,000
3	40,650
4	36,500
5	34,500
6	35,000
7	33,588
8	32,000
9	32,325
10	28,050
11	22,800
12	19,250
13	16,100
14	12,600
AVERAGE	31,334

FINANCE OR BUSINESS OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	60,720
2	57,600
3	50,000
4	47,000
5	45,500
6	43,666
7	43,630
8	42,000
9	42,700
10	40,500
11	40,000
12	37,000
13	36,750
AVERAGE	45,236

FINANCE OR BUSINESS OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	49,000
2	46,500
3	45,000
4	39,482
5	38,485
6	36,000
7	34,000
8	33,660
9	32,292
10	32,000
11	30,850
12	29,760
13	26,900
14	25,015
15	24,500
16	23,000
AVERAGE	34,153

FINANCE OR BUSINESS OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	42,500
2	29,136
3	29,100
4	27,500
5	24,600
6	23,750
AVERAGE	29,431

FINANCE OR BUSINESS OFFICERS:  
CONTROLLER

RANK	SALARY
1	47,300
2	37,950
3	36,000
4	34,250
5	33,660
6	30,552
7	29,500
8	29,000
9	27,500
10	25,850
11	21,950
AVERAGE	32,110

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS,  
IN TWENTY-THREE STATES

FINANCE OR BUSINESS OFFICERS:  
TREASURER

RANK	SALARY
1	64,000
2	46,000
3	45,000
4	40,000
5	38,000
6	36,000
7	34,400
8	24,840
AVERAGE	41,030

PUBLIC RELATIONS OFFICERS:  
INFORMATION SERVICES:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	46,200
2	42,000
3	32,500
4	29,000
5	27,550
AVERAGE	35,450

PUBLIC RELATIONS OFFICERS:  
INFORMATION SERVICES:  
DIRECTOR

RANK	SALARY
1	38,900
2	37,800
3	37,656
4	32,650
5	31,965
6	29,300
7	29,115
8	28,700
9	27,600
10	27,100
11	26,900
12	26,100
13	25,200
14	22,830
15	22,016
AVERAGE	29,590

PUBLIC RELATIONS OFFICERS:  
LEGISLATIVE RELATIONS:  
DIRECTOR

RANK	SALARY
1	51,372
2	48,600
3	36,400
4	36,160
5	35,000
6	34,401
7	27,500
8	16,380
AVERAGE	35,727

PUBLIC RELATIONS OFFICERS:  
DEVELOPMENT:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	47,000
2	43,200
3	37,000
4	36,350
5	35,500
AVERAGE	39,610

PUBLIC RELATIONS OFFICERS:  
DEVELOPMENT:  
DIRECTOR

RANK	SALARY
1	55,900
2	30,500
3	24,100
4	22,228
AVERAGE	33,182

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	57,600
2	40,650
3	39,500
4	33,500
AVERAGE	42,813

FACILITIES (CAMPUS PLANNING  
AND DEVELOPMENT) OFFICERS:  
DIRECTOR

RANK	SALARY
1	47,700
2	42,420
3	41,700
4	40,500
5	36,200
6	31,426
7	31,300
8	30,300
9	29,860
10	28,500
11	27,250
12	27,230
13	26,500
14	24,750
15	22,800
AVERAGE	32,562

INSTITUTIONAL RESEARCH OFFICERS:  
VICE PRESIDENT/VICE CHANCELLOR

RANK	SALARY
1	47,000
2	45,802
3	44,000
AVERAGE	45,601

INSTITUTIONAL RESEARCH OFFICERS:  
DIRECTOR

RANK	SALARY
1	39,492
2	37,100
3	32,500
4	29,413
5	28,824
6	27,521
7	26,260
8	22,155
9	20,500
10	19,688
AVERAGE	28,345

TABLE III (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
 PAID AMONG TWENTY-SIX UNIVERSITY SYSTEMS  
 IN TWENTY-THREE STATES

LEGAL COUNSEL

SECRETARY TO THE BOARD

DIRECTOR OF PERSONNEL

RANK	SALARY
1	59,900
2	53,000
3	50,600
4	47,000
5	46,200
6	45,000
7	45,000
8	38,000
9	38,000
10	37,944
11	37,200
12	37,000
13	37,000
14	32,860
15	32,000
16	31,850
17	30,006
18	26,000
19	23,016
20	17,968
AVERAGE	38,077

RANK	SALARY
1	47,000
2	45,000
3	42,500
4	42,500
5	40,600
6	38,552
7	37,200
8	37,050
9	37,000
10	35,350
11	35,000
12	34,400
13	33,500
14	29,220
15	29,136
16	19,259
17	18,470
18	14,600
AVERAGE	34,241

RANK	SALARY
1	35,200
2	33,876
3	32,669
4	32,125
5	31,800
6	28,500
7	27,000
8	25,900
9	25,761
10	25,000
11	23,602
12	17,600
AVERAGE	28,253